

DOCUMENT RESUME

ED 338 178

HE 025 020

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TITLE Salary Trend Studies of Faculty for the Years 1986-87 and 1989-90 in the Following Disciplines/Major Fields: Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Sociology; Special Education; Speech Pathology/Audiology; Student Counseling and Personnel Services; and Visual and Performing Arts.
INSTITUTION Appalachian State Univ., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE Oct 91
NOTE 178p.; For other volumes in this set, see HE 025 018-019.
PUB TYPE Reports - Research/Technical (143)
EDRS PRICE MF01/PC08 Plus Postage.
DESCRIPTORS Academic Rank (Professional); *College Faculty; Comparative Analysis; Counseling; Departments; Full Time Faculty; Higher Education; *Intellectual Disciplines; Physical Education; Physical Sciences; Physics; Political Science; Private Colleges; Psychology; Public Colleges; Reading Instruction; Sociology; Special Education; Student Personnel Services; *Teacher Salaries; *Trend Analysis; Visual Arts

ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges, based on an annual survey of over 700 colleges and universities. Data cover the following disciplines: Physical Education; Physical Sciences; Physics; Political Science and Government; Psychology; Reading Education; Sociology; Special Education (General); Student Counseling and Personnel Services; and Visual and Performing Arts. Presented for each discipline is a summary of the overall average salary increase between the baseline year of 1986-87 and the year 1989-90, for both state and private institutions. Data from institutions participating in both years are compared with each other and with the consumer price index. Also included are average salaries by rank and the faculty mix percentage as well as comparisons with other disciplines. The participating institutions are listed. (JB)

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Richard Howe

**SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1986-87 AND 1989-90
IN THE FOLLOWING DISCIPLINES/MAJOR FIELDS:**

TO THE EDUCATIONAL RESOURCES
INFORMATION CENTER (ERIC)."

Physical Education; Physical Sciences; Physics; Political Science and Govern-
ment; Psychology; Reading Education; Sociology; Special Education; Speech Pa-
thology/Audiology; Student Counseling and Personnel Services; and, Visual and
Performing Arts

by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, DC, and the other for the nation's private senior colleges and universities.

Salary data from each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines/major fields, 11 of which are included herein in alphabetical order. The disciplines/major fields were chosen from among those defined by the Higher Education General Information (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985.

Each of the 11 disciplines/major fields herein presents a summary of the overall average salary increases in that discipline/major field from the "base-line year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's state (AASCU) study of 1986-87, 210 also participated in the 1989-90 study. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA's private study of 1986-87, 265 also participated in the 1989-90 study. Data from those same 265 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 11 individual disciplines/major fields for both the state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 12 individual disciplines/major fields between the two state studies and the two private studies for each of the two study years (1986-87 and 1989-90) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 36 selected academic disciplines/major fields studied is found in Appendix A of each discipline/major field included herein, and the list of all participating senior colleges and universities is found in Appen-
dixes B (state) and C (private) of each discipline/major field included herein.

SALARY-TREND STUDY OF FACULTY IN PHYSICAL EDUCATION

FOR THE YEARS

1986-87 AND 1989-90

By

Richard D. Howe

and

Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physical education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical education in the CIP is as follows:

An instructional program that describes the theories, methods, and techniques involved in teaching the subject matter of physical education.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1314.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical education from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of physical education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of physical education in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.99 for assistant professors in the discipline/major field of physical education in the 1986-87 state study means that their salaries are approximately 1 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline 'year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS					
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN					
DISCIPLINE: EDUCATION																				
MAJOR FIELD: PHYSICAL EDUCATION																				
STATE, 1986-87:																				
AVERAGE																				
SALARY:			38560	497	147	32080	563	156	26918	689	162	24150	53	40	22767	429	107	30091	2178	179
FAC MIX																				
PCT:			0.23	0.26			0.32			0.02			0.20			1.00				
SALARY																				
FACTOR:			0.97	0.98			0.99			0.92			1.06			0.92				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX																				
PCT:			0.34	0.30			0.28			0.04			0.09			1.00				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: PHYSICAL EDUCATION																				
STATE, 1989-90:																				
AVERAGE																				
SALARY:			45138	503	151	38054	559	158	31362	731	170	29088	84	64	25551	381	104	35251	2174	181
FAC MIX																				
PCT:			0.23	0.26			0.34			0.04			0.18			1.00				
SALARY																				
FACTOR:			0.96	0.99			0.98			1.12			1.04			0.92				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX																				
PCT:			0.34	0.28			0.29			0.05			0.09			1.00				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: PHYSICAL EDUCATION																				
PRIVATE, 1986-87:																				
AVERAGE																				
SALARY:			36218	135	69	29292	269	124	24406	301	129	20672	18	15	19894	208	84	26563	913	174
FAC MIX																				
PCT:			0.15	0.29			0.33			0.02			0.23			1.00				
SALARY																				
FACTOR:			0.91	0.94			0.96			0.83			0.97			0.85				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX																				
PCT:			0.31	0.31			0.31			0.05			0.07			1.00				
DISCIPLINE: EDUCATION																				
MAJOR FIELD: PHYSICAL EDUCATION																				
PRIVATE, 1989-90:																				
AVERAGE																				
SALARY:			41620	153	73	34531	260	107	28267	276	123	28468	28	23	23371	187	77	31413	876	163
FAC MIX																				
PCT:			0.17	0.30			0.32			0.03			0.21			1.00				
SALARY																				
FACTOR:			0.88	0.94			0.92			0.96			0.97			0.84				
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX																				
PCT:			0.32	0.31			0.31			0.05			0.06			1.00				

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 179 of the 210 state (AASCU) institutions. The average salary of the 2,178 faculty was \$30,091. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physical education was reported in 181 of the same 210 state (AASCU) institutions. The average salary of the 2,174 faculty was \$35,251. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in physical education after three years in the state institutions studied was 17.1 percent (\$35,251 minus \$30,091 equals \$5,160). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of physical education (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percent (17.2% minus 17.1% equals 0.1%) more than faculty in the discipline/major field of physical education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in physical education is very similar at the professor rank and the assistant professor rank in both the state studies: 0.23 vs. 0.32 (1986-87) and 0.23 vs. 0.34 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both of the state studies.

Finally, the hiring rate of new assistant professors in physical education is low in the state studies in both 1986-87: 2.4 percent (53/2,178) vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS, and in 1989-90: 3.9 percent (84/2,174) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS. In other words the hiring rate in the discipline/major field of physical education is less than for ALL MAJOR FIELDS in both of the state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical education was reported in 174 of the 265 private institutions. The average salary of the 913 faculty was \$26,563. This average salary was approximately 15 percent (0.85%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/ major field of physical education was reported in 163 of the same 265 private institutions. The average salary of the 876 faculty was \$31,413. This average salary was approximately 16 percent (0.84%) lower than the average salary of

\$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in physical education after three years in the private institutions studied was 18.3 percent (\$31,413 minus \$26,653 equals \$4,850). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of physical education (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (19.1% minus 18.3% equals 0.8%) more than faculty in the discipline/major field of physical education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the discipline/major field of physical education, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the private studies: 0.15 vs. 0.33 (1986-87), and 0.17 vs. 0.32 (1989-90), respectively. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and a lower percentage of assistant professors compared to physical education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in physical education in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 2.0 percent (18/913) vs. 5.2 percent (1,279/27,249), and in 1989-90, 3.2 percent (28/876) vs. 5.2 percent

(1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of physical education lagged behind ALL MAJOR FIELDS in both the private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,141 (3.8%) faculty in the discipline/major field of physical education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical education is currently (1989-90) some 8 and 16 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physical education in the private institutions was 13 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) still at 12 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in physical education, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increase of the physical education faculty in both

the state and private institutions lagged behind faculty in ALL MAJOR FIELDS during this same period. Physical education faculty in both the state and private institutions have some catching up to do in salary in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of physical education the assistant professor rank has a much greater percentage compared to the full professor rank for both the private studies. The full professor rank appears to be increasing at a similar rate in both the state and private institutions. It seems a slightly higher percentage of new assistant professors is being hired in the state institutions in comparison to the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in physical education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX E

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Husacso University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bedford State University (MD)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)	State University of New York College at Potsdam (NY)
Murray State University (KY)	Stephen F. Austin University (TX)
New Mexico Highlands University (NM)	Sul Ross State University (TX)
North Adams State College (MA)	Tennessee Technological University (TN)
North Carolina Central University (NC)	Texas A&I University (TX)
Northeast Louisiana University (LA)	Texas A&M University at Galveston (TX)
Northeast Missouri State University (MO)	Texas Woman's University (TX)
Northeastern Illinois University (IL)	Towson State University (MD)
Northeastern State University (OK)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Arkansas at Little Rock (AR)
Northern Kentucky University (KY)	University of Arkansas at Monticello (AR)
Northern Michigan University (MI)	University of Central Arkansas (AR)
Northern State University (SD)	University of Colorado at Colorado Springs (CO)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston--Clear Lake (TX)
Peru State College (NE)	University of Maine at Fort Kent (ME)
Pittsburg State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Montevallo (AL)
Portland State University (OR)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Saginaw Valley State University (MI)	University of North Carolina at Charlotte (NC)
Salem State College (MA)	University of North Carolina at Greensboro (NC)
San Houston State University (TX)	University of North Carolina at Wilmington (NC)
San Diego State University (CA)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of North Texas (TX)
Shippensburg University of Pennsylvania (PA)	University of Pittsburgh at Bradford (PA)
Slippery Rock University of Pennsylvania (PA)	University of Pittsburgh at Johnstown (PA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina at Aiken (SC)
Southeastern Louisiana University (LA)	University of South Carolina at Spartanburg (SC)
Southeastern Massachusetts University (MA)	University of Southern Colorado (CO)
Southern College of Technology (GA)	University of Southern Indiana (IN)
Southern Illinois University at Carbondale (IL)	University of Southern Maine (ME)
Southern Illinois University at Edwardsville (IL)	University of Southern Mississippi (MS)
Southern Oregon State College (OR)	University of Southwestern Louisiana (LA)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (TN)
Southwest Texas State University (TX)	University of Texas at Dallas (TX)
Southwestern Oklahoma State University (OK)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler, The (TX)
State University of New York College at Brockport (NY)	University of the Virgin Islands-- St. Croix
State University of New York College at Buffalo (NY)	University of the Virgin Islands-- St. Thomas
State University of New York College at Fredonia (NY)	University of Wisconsin--Eau Claire (WI)
State University of New York College at Old Westbury (NY)	University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (IN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Aima College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (MI)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	DePaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physical sciences in the CIP is as follows:

An instructional program that generally describes the major topics, concepts, processes, and interrelationships of nonliving matter and associated phenomena.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National center for Education Statistics, [1985], p. 129.--40.0101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of physical sciences faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increase is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of physical sciences in the 1986-87 state study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-867, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.98 for assistant professors in the discipline/major field of physical sciences in the 1986-87 state study means that their salaries are 2 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
STATE, 1986-87:																	
AVERAGE																	
SALARY:	39080	193 42	32533	114 37		26545	106 40		25100	17 13		20933	25 16		33306	438 52	
FAC MIX																	
PCT:	0.44		0.26			0.24			0.04			0.06			1.00		
SALARY																	
FACTOR:	0.98		1.00			0.98			0.96			0.98			1.02		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205		27122	14268		26202	1869		21466	4423		32611	51460 210	
FAC MIX																	
PCT:	0.34		0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
STATE, 1989-90:																	
AVERAGE																	
SALARY:	45158	161 47	36406	88 37		31160	83 36		26351	22 12		22960	20 11		38408	352 52	
FAC MIX																	
PCT:	0.46		0.25			0.24			0.06			0.06			1.00		
SALARY																	
FACTOR:	0.96		0.95			0.98			1.02			0.94			1.01		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550		31853	16354		26030	2865		24499	4733		38213	55567 210	
FAC MIX																	
PCT:	0.34		0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
PRIVATE, 1986-87:																	
AVERAGE																	
SALARY:	42301	92 18	29625	37 17		26262	54 24					16956	16 10		33628	197 35	
FAC MIX																	
PCT:	0.47		0.19			0.26						0.08			1.00		
SALARY																	
FACTOR:	1.06		0.95			1.03						0.82			1.07		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438		25483	8319		24917	1279		20566	1985		31411	27249 265	
FAC MIX																	
PCT:	0.31		0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICAL SCIENCES																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	55896	143 11	42300	57 17		33296	57 17		27204	11 6		24516	5 5		47422	262 31	
FAC MIX																	
PCT:	0.55		0.22			0.22			0.04			0.02			1.00		
SALARY																	
FACTOR:	1.18		1.15			1.09			0.91			1.01			1.27		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771		30261	9004		29780	1476		24196	1808		37422	28609 265	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 52 of the 210 state (AASCU) institutions. The average salary of the 438 faculty was \$33,306. This average salary was approximately 2 percent (1.02%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physical sciences was reported in 52 of the same 210 state (AASCU) institutions. The average salary of the 352 faculty was \$38,408. This average salary was approximately 1 percent (1.01%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the physical sciences after three years in the state institutions studied was 15.3 percent (\$38,408 minus \$33,306 equals \$5,102). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.5 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of physical sciences (15.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.9 percentage points (17.2% minus 15.3% equals 1.9%) more than faculty in the discipline/major field of physical sciences. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in the physical sciences was higher at the professor rank than at the assistant professor rank in both of the state studies: 0.44 vs. 0.24 (1986-87), respectively; and 0.46 vs. 0.24 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to the physical sciences in both of the state studies.

Finally, the hiring rate of new assistant professors in physical sciences was greater than the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1986-87 state study: 3.9 percent (17/438) vs. 3.6 percent (1,869/51,460), respectively. Also, the hiring rate of new assistant professors in ALL MAJOR FIELDS in the 1989-90 state study was greater than the hiring rate of new assistant professors in physical sciences: 6.2 percent (22/352) vs. 5.2 percent (2,865/55,567), respectively. In other words the hiring rate in the discipline/major field of physical sciences was greater than ALL MAJOR FIELDS both in the 1986-87 and 1989-90 state studies.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 35 of the 265 private institutions. The average salary of the 197 faculty was \$33,628. This average salary was approximately 7 percent (1.07%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 ,salary study in the above table, the discipline/major field of physical sciences was reported in 31 of the same 265 private

institutions. The average salary of the 262 faculty was \$47,422. This average salary was approximately 27 percent (1.27%) higher than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in the physical sciences after three years in the private institutions studied was 41.0 percent (\$47,422 minus \$33,628 equals \$13,794). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 27.2 percent or 9.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of physical sciences (41.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 21.9 percent (41.0% minus 19.1% equals 21.9%) less than faculty in the discipline/major field of physical sciences. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the "old" discipline/major field of physical sciences, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.47 vs. 0.26 (1986-87), respectively; and 0.55 vs. 0.22 (1989-90), respectively. This is very different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 0.0 percent (0/197) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 4.2 percent (11/262) vs. 5.2

percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of physical sciences was lower than ALL MAJOR FIELDS in the private studies of 1986-87 and 1989-90, respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physical sciences and compared that information with ALL MAJOR FIELDS fields over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,249 faculty in the discipline/major field of physical sciences participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physical sciences is currently (1989-90) 1 and 27 percent above the faculty salary factor of ALL MAJOR FIELDS in the state and private studies, respectively. The average faculty salary for physical sciences in the private institutions was approximately 2 percent more in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) 23 percent more in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty, in the physical sciences, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The salary increases of the physical sciences faculty in

the state institutions was slightly ahead of faculty in ALL MAJOR FIELDS during this same period. Conversely, in the private institutions the physical science faculty salaries were considerably ahead of faculty in ALL MAJOR FIELDS. Physical sciences faculty in the state institutions have some catching up to do in salary in comparison with their colleagues in the private institutions.

Third, in the discipline/major field of physical sciences the full professor rank exceeded the assistant professor rank in both the state and private studies. The full professor rank appears to be increasing at the same rate in both the state and the private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses studies will be effected in physical sciences, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Linda D. Smith is associate director of the Career Development Center at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (VA)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
 Murray State University (KY)
 New Mexico Highlands University (NM)
 North Adams State College (MA)
 North Carolina Central University (NC)
 Northeast Louisiana University (LA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Illinois University (IL)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northern State University (SD)
 Oakland University (MI)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Radford University (VA)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Sam Houston State University (TX)
 San Diego State University (CA)
 Sangamon State University (IL)
 Shepherd College (WV)
 Shippensburg University of Pennsylvania (PA)
 Slippery Rock University of Pennsylvania (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern College of Technology (GA)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 St. Cloud State University (MN)
 State University of New York College
 at Brockport (NY)
 State University of New York College
 at Buffalo (NY)
 State University of New York College
 at Fredonia (NY)
 State University of New York College
 at Old Westbury (NY)

State University of New York College
 at Potsdam (NY)
 Stephen F. Austin University (TX)
 Sul Ross State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Arkansas at Little Rock (AR)
 University of Arkansas at Monticello (AR)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston--Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland Baltimore County (MD)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of North Texas (TX)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnstown (PA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Maine (ME)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at Dallas (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of the Virgin Islands--
 St. Croix
 University of the Virgin Islands--
 St. Thomas
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN PHYSICS

FOR THE YEARS

1986-87 AND 1989-90

By

Richard D. Howe

and

William Byrd

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including physics. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of physics in the CIP is as follows:

A group of instructional programs that describe the physical properties and interactions of matter and energy, including equilibrium, power, wave phenomena, mechanics, heat, electricity, magnetism, sound, light, special relativity, and the particular nature of matter.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 131.--40.08.)]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1986-87 to

and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

In addition to listing the average salaries in physics for both state and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two studies for each of the two study years (1986-87 and 1989-90) and using the CPI (Consumer Price Index) of changes in cost-of-living.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physics in the 1986-87 state study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 1.00 for assistant professors in the discipline/major field of physics in the 1986-87 state study means that their salaries are approximately the same as the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICS, GENERAL																	
<u>STATE, 1986-87:</u>																	
AVERAGE																	
SALARY:	40243	502 142	33375	277 121		27184	197 96		25245	26 22		21564	37 27		35143	1013 163	
FAC MIX																	
PCT:	0.50		0.27			0.19			0.03			0.04			1.00		
SALARY																	
FACTOR:	1.01		1.02			1.00			0.96			1.00			1.08		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205		27122	14268		26202	1869		21466	4423		32611	5146 110	
FAC MIX																	
PCT:	0.34		0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICS, GENERAL																	
<u>STATE, 1989-90:</u>																	
AVERAGE																	
SALARY:	48048	518 146	39170	274 117		32024	219 106		29793	37 33		23951	41 29		41460	1052 166	
FAC MIX																	
PCT:	0.49		0.26			0.21			0.04			0.04			1.00		
SALARY																	
FACTOR:	1.02		1.02			1.01			1.14			0.98			1.08		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550		31853	16354		26030	2865		24499	4733		38213	55567 210	
FAC MIX																	
PCT:	0.34		0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICS, GENERAL																	
<u>PRIVATE, 1986-87:</u>																	
AVERAGE																	
SALARY:	44272	333 109	33058	207 105		26154	149 90		24605	24 23		21005	17 16		36600	706 170	
FAC MIX																	
PCT:	0.47		0.29			0.21			0.03			0.02			1.00		
SALARY																	
FACTOR:	1.11		1.06			1.03			0.99			1.02			1.17		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438		25483	8319		24917	1279		20566	1985		31411	27249 265	
FAC MIX																	
PCT:	0.31		0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: PHYSICAL SCIENCES																	
MAJOR FIELD: PHYSICS, GENERAL																	
<u>PRIVATE, 1989-90:</u>																	
AVERAGE																	
SALARY:	52386	354 121	38518	209 102		31349	172 97		29876	35 31		22695	11 11		43212	746 177	
FAC MIX																	
PCT:	0.47		0.28			0.23			0.05			0.01			1.00		
SALARY																	
FACTOR:	1.11		1.04			1.02			1.00			0.94			1.15		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771		30621	9004		29780	1476		24196	1808		37422	28609 265	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 163 of the 210 state (AASCU) institutions. The average salary of the 1013 faculty was \$35,143. This average salary was approximately 8 percent (1.08%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of physics was reported in 166 of the same 210 state (AASCU) institutions. The average salary of the 1,052 faculty was \$41,460. This average salary was approximately 8 percent (1.08%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in physics after three years in the state institutions studied was 18.0 percent (\$41,460 minus \$35,143 equals \$6,317). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.2 percent or an average of 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of physics (18.0%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percentage points (18.0% minus 17.2% equals 0.8%) less than faculty in the discipline/major field of physics. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

Since the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the state studies; 0.50 vs. 0.19 (1986-87) respectively; and 0.49 vs. 0.21 (1989-90) respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to physics in both state studies.

Finally, the hiring rate of new assistant professors in physics is low in the state studies: 3.6 percent (26/1013) in 1986-87 vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS in 1986-87. Also, the hiring rate of new assistant professors in physics in 1989-90 was 3.5 percent (37/1,052) vs. 5.2 percent (2,865/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of physics is equal with ALL MAJOR FIELDS in the state study of 1986-87 and less in the state study of 1989-90 in comparison to ALL MAJOR FIELDS.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 170 of the 265 private institutions. The average salary of the 706 faculty was \$36,600. This average salary was approximately 17 percent (1.17%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of physics was reported in 177 of the same 265 private institutions. The average salary of the 746 faculty was \$43,212. This average salary was approximately 15 percent (1.15%) higher than the average salary of

\$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 18.1 percent (\$43,212 minus \$36,600 equals \$6,612). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.3 percent or 1.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of physics (18.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.0 percent (19.1% minus 18.1% equals 1.0%) more than faculty in the discipline/major field of physics. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

Because the discipline/major field of physics is one of the "older" disciplines, the reader may note that the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private studies: 0.47 vs. 0.21 (1986-87) respectively; and 0.47 vs. 0.23 (1989-90) respectively. This differs from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87) respectively; and 0.32 vs. 0.31 (1989-90) respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors than physics in both private studies.

Finally, the hiring rate of new assistant professors in physics lagged behind ALL MAJOR FIELDS in the 1986-87 private study, 3.4 percent (24/706) vs. 4.7 percent (1,279/27,249) respectively; and the 1989-90 private study, 4.7 percent (35/746) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of physics and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,517 (2.2%) faculty in the discipline/major field of physics participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of physics is currently (1988-89) some 8 and 15 percent above the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for physics in the private institutions was approximately 4 percent more in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) approximately 4 percent more compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in physics, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Physics average faculty salaries in the state institutions exceeded faculty in ALL MAJOR FIELDS during this same period, whereas the physics average faculty salaries in the private institutions lagged slightly behind faculty in ALL MAJOR FIELDS.

Third, since the discipline/major field of physics is one of the older disciplines, there is a marked difference between the number of faculty with the rank of full professor and assistant professor in the state and in the private institutions. The full professor rank is already "top heavy" in both the state and private institutions. It seems a similar percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in physics, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

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APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
 at Brockport (NY)
State University of New York College
 at Buffalo (NY)
State University of New York College
 at Fredonia (NY)
State University of New York College
 at Old Westbury (NY)

State University of New York College
 at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
 St. Croix
University of the Virgin Islands--
 St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and
Bryant College (RI)	Seminary (VA)
Bryn Mawr College (PA)	Eckerd College (FL)
Bucknell University (PA)	Elmhurst College (IL)
Butler University (IN)	Elmira College (NY)
Cabrini College (PA)	Embry-Riddle Aeronautical University (FL)
Canisius College (NY)	Emerson College (MA)
Capital University (OH)	Emory & Henry College (VA)
Carroll College (MT)	Eureka College (IL)
Carroll College (WI)	Fairfield University (CT)
Catawba College (NC)	Ferrum College (VA)
Catholic Theological Union (IL)	Fontbonne College (MO)
Catholic University of America, The (DC)	Franklin and Marshall College (PA)
Cedar Crest (PA)	Furman University (SC)
Cedarville College (OH)	George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Sem'nary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of political science and government in the CIP is as follows:

An instructional program that describes and analyzes political institutions and processes, including the origin, development, geographical units, forms, sources of authority, powers, purposes, functions, and operations of government.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 140.--45.1001.)]

This article presents a summary of the overall average salary increases in

the discipline/major of political science and government from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

This study lists the average salaries of political science and government faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are using with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that

reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of political science and government in the 1986-87 state study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of political science and government in the 1986-87 state study means that their salaries are 6 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS					
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN					
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																				
STATE, 1986-87:																				
AVERAGE																				
SALARY:			39436	476	144	31953	388	139	25382	252	117	22453	28	23	21274	41	29	33222	1157	169
FAC MIX																				
PCT:			0.41		0.34		0.22		0.02		0.04		1.00							
SALARY																				
FACTOR:			0.99		0.98		0.94		0.86		0.99		1.02							
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	51460	210
FAC MIX																				
PCT:			0.34		0.30		0.28		0.04		0.09		1.00							
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																				
STATE, 1989-90:																				
AVERAGE																				
SALARY:			46103	521	157	37480	332	134	29794	321	133	28352	80	55	24609	43	32	38689	1217	173
FAC MIX																				
PCT:			0.43		0.27		0.26		0.07		0.04		1.00							
SALARY																				
FACTOR:			0.98		0.98		0.94		1.09		1.00		1.01							
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX																				
PCT:			0.34		0.28		0.29		0.05		0.09		1.00							
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																				
PRIVATE, 1986-87:																				
AVERAGE																				
SALARY:			40774	235	115	30529	222	115	23971	208	112	23143	40	32	19918	24	22	31674	689	183
FAC MIX																				
PCT:			0.34		0.32		0.30		0.06		0.03		1.00							
SALARY																				
FACTOR:			1.02		0.98		0.94		0.93		0.97		1.01							
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX																				
PCT:			0.31		0.31		0.31		0.05		0.07		1.00							
DISCIPLINE: SOCIAL SCIENCES																				
MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT																				
PRIVATE, 1989-90:																				
AVERAGE																				
SALARY:			47475	254	125	36410	216	120	29263	218	106	27173	40	34	25666	24	22	37807	712	180
FAC MIX																				
PCT:			0.36		0.30		0.31		0.06		0.03		1.00							
SALARY																				
FACTOR:			1.00		0.99		0.96		0.91		1.06		1.01							
ALL MAJOR FIELDS																				
AVERAGE																				
SALARY:			47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX																				
PCT:			0.32		0.31		0.31		0.05		0.06		1.00							

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 169 of the 210 state (AASCU) institutions. The average salary of the 1,157 faculty was \$33,222. This average salary was approximately 2 percent (1.02%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of political science and government was reported in 173 of the same 210 state (AASCU) institutions. The average salary of the 1,217 faculty was \$38,689. This average salary was approximately 1 percent (1.01%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in political science and government after three years in the state institutions studied was 16.5 percent (\$38,689 minus \$33,222 equals \$5,467). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.7 percent or an average of 0.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major of political science and government (16.5), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.7 percentage points (17.2% minus 16.5% equals 0.7%) more than faculty in the discipline/major field of political science and

government. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank in both the state studies: 0.41 vs. 0.22 (1986-87) and 0.43 vs. 0.26 (1989-90). The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both of the state studies.

Finally, the hiring rate of new assistant professors in political science and government lagged behind ALL MAJOR FIELDS in the 1986-87 state study, 2.4 percent (28/1,157) vs. 3.6 percent (1,869/51,460). However, the hiring rate exceeded ALL MAJOR FIELDS in the 1989-90 state study, 6.6 percent (80/1,217) vs. 5.2 percent (2,865/55,567). In other words the hiring rate in the discipline/major field of political science and government was less than for ALL MAJOR FIELDS in 1986-87, but greater in the current study.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 183 of the 265 private institutions. The average salary of the 689 faculty was \$31,674. This average salary was approximately 1 percent (1.01%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of political science and government was reported in 180 of the same 265 private institutions. The average salary of the 712 faculty was \$37,807.

This average salary was approximately 1 percent (1.01%) higher than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 19.4 percent (\$37,807 minus \$31,674 equals \$6,133). The CPI of increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 5.6 percent or 1.9 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of political science and government (19.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.3 percent (19.1% minus 19.4% equals -0.3%) less than faculty in the discipline/major field of political science and government. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.4 percent or an average of 1.8 percent over the three year period.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.34 vs. 0.30 (1986-87) and 0.36 vs. 0.31 (1989-90). In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to political science and government in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL MAJOR FIELDS in the 1986-87 private study, 5.8 percent (40/689) vs. 4.7 (1,279/27,249). In the 1989-90 private study the hiring rate of new assistant professors in political science and government exceeded the hiring rate in ALL

MAJOR FIELDS, 5.6 (40/712) vs. 5.2 percent (1,476/28,609). In other words the hiring rate in the discipline/major field of political science and government 1986-87 and 1989-90 private studies exceeds the hiring rate in ALL MAJOR FIELDS.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of political science and government and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) and the other for private institutions were conducted for the "baseline year" and the "trend year"--a total of four studies. A total of 3,775 (2.3 %) faculty in the discipline/major field of political science and government participated and were included in the overall 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the "baseline year" and the "trend year".

Although many interpolations and extrapolations of the data can be made, a few of the more important ones are as follows. First, the faculty salary factor of the discipline/major field of political science and government is currently (1989-1989) some 1 percent above the overall average faculty salary of ALL MAJOR FIELDS in both the state and private studies. The average faculty salary for political science and government in the private institutions in both studies was approximately 1 percent less in comparison to that in the state institutions.

Second, the CPI of October 1989, in comparison the the CPI of October 1986, indicates that the faculty in political science and government, in both the

state and private institutions, received overall salary increases for three years above the cost-of-living.

Third, in the discipline/major field of political science and government the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. The full professor rank appears to be increasing at an equal rate in both the state institutions and the private institutions. It seems a higher percentage of new assistant professors are being hired in both types of institutions in 1989-90 in comparison to 1986-87.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in political science and government, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
 Murray State University (KY)
 New Mexico Highlands University (NM)
 North Adams State College (MA)
 North Carolina Central University (NC)
 Northeast Louisiana University (LA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Illinois University (IL)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northern State University (SD)
 Oakland University (MI)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Radford University (VA)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Sam Houston State University (TX)
 San Diego State University (CA)
 Sangamon State University (IL)
 Shepherd College (WV)
 Shippensburg University of Pennsylvania (PA)
 Slippery Rock University of Pennsylvania (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern College of Technology (GA)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 St. Cloud State University (MN)
 State University of New York College
 at Brockport (NY)
 State University of New York College
 at Buffalo (NY)
 State University of New York College
 at Fredonia (NY)
 State University of New York College
 at Old Westbury (NY)

State University of New York College
 at Potsdam (NY)
 Stephen F. Austin University (TX)
 Sul Ross State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Arkansas at Little Rock (AR)
 University of Arkansas at Monticello (AR)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston--Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland Baltimore County (MD)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of North Texas (TX)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnstown (PA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Maine (ME)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at Dallas (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of the Virgin Islands--
 St. Croix
 University of the Virgin Islands--
 St. Thomas
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (IN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Anherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Astbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Saton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
James D. Long

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including psychology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of psychology in the CIP is as follows:

A summary of groups of instructional programs that describe the behavior and experience of people.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 134.--42.)]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1986-87 to

and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year." Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year."

This study lists the average salaries of psychology faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus; by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of psychology in the 1986-87 state study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of psychology in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PSYCHOLOGY																	
MAJOR FIELD: PSYCHOLOGY																	
<u>STATE, 1986-87:</u>																	
AVERAGE																	
SALARY:	39421	926 173	32206	702 173	25969	477 157	24311	87 60	20499	52 34	33642	2157 191					
FAC MIX																	
PCT:	0.43		0.33		0.22		0.04		0.02		1.00						
SALARY																	
FACTOR:	0.99		0.99		0.96		0.93		0.95		1.03						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205	27122	14268	26202	1869	21466	4423	32611	51460 210					
FAC MIX																	
PCT:	0.34		0.30		0.28		0.04		0.09		1.00						
DISCIPLINE: PSYCHOLOGY																	
MAJOR FIELD: PSYCHOLOGY																	
<u>STATE, 1989-90:</u>																	
AVERAGE																	
SALARY:	46521	1002 176	37495	657 173	30135	554 167	28652	129 81	23620	64 48	39286	2277 197					
FAC MIX																	
PCT:	0.44		0.29		0.42		0.06		0.03		1.00						
SALARY																	
FACTOR:	0.99		0.98		0.95		1.10		0.96		1.03						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550	31853	16354	26030	2865	24499	4733	38213	55672 210					
FAC MIX																	
PCT:	0.34		0.28		0.29		0.05		0.09		1.00						
DISCIPLINE: PSYCHOLOGY																	
MAJOR FIELD: PSYCHOLOGY																	
<u>PRIVATE, 1986-87:</u>																	
AVERAGE																	
SALARY:	39105	412 159	29411	380 173	23760	322 170	22765	63 51	18959	40 34	30933	1154 236					
FAC MIX																	
PCT:	0.36		0.33		0.28		0.05		0.03		1.00						
SALARY																	
FACTOR:	0.98		0.94		0.93		0.91		0.92		0.98						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438	25483	8319	24917	1279	20566	1985	31411	27249 265					
FAC MIX																	
PCT:	0.31		0.31		0.31		0.05		0.07		1.00						
DISCIPLINE: PSYCHOLOGY																	
MAJOR FIELD: PSYCHOLOGY																	
<u>PRIVATE, 1989-90:</u>																	
AVERAGE																	
SALARY:	45197	428 175	34600	379 176	28598	334 172	26742	70 60	21911	32 27	36411	1173 237					
FAC MIX																	
PCT:	0.36		0.32		0.28		0.06		0.03		1.00						
SALARY																	
FACTOR:	0.95		0.94		0.93		0.90		0.91		0.97						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771	30621	9004	29780	1476	24196	1808	37422	28609 265					
FAC MIX																	
PCT:	0.32		0.31		0.31		0.05		0.06		1.00						

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 191 of the 210 state (AASCU) institutions. The average salary of the 2,157 faculty was \$33,642. This average salary was approximately 3 percent (1.03%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of psychology was reported in 197 of the same 210 state (AASCU) institutions. The average salary of the 2,287 faculty was \$39,286. This average salary was approximately 3 percent (1.03%) higher than the average salary of \$38,213 for all 56,672 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in psychology after three years in the state institutions studied was 16.8 percent (\$39,286 minus \$33,642 equals \$5,644). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.0 percent or an average of 1.0 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of psychology (16.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.4 percentage points (17.2% minus 16.8% equals 0.4%) more than faculty in the discipline/major field of psychology. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in psychology in the state studies is higher at the professor rank than at the assistant professor rank: 0.43 vs 0.22 (1986-87), respectively and 0.44 vs 0.22 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to psychology in both of the state studies.

Finally, the hiring rate of new assistant professors in psychology was higher in the state study of 1986-87 compared to ALL MAJOR FIELDS: 4.0 percent (87/2,157) vs. 3.6 percent (1,869/51,460), respectively. Also, the hiring rate of new assistant professors in psychology in the 1989-90 state study was higher in comparison to that of ALL MAJOR FIELDS: 5.7 percent (129/2,777) vs. 5.1 percent (2,865/55,672), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 236 of the 265 private institutions. The average salary of the 1,154 faculty was \$30,933. This average salary was approximately 2 percent (0.98%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of psychology was reported in 237 of the same 265 private institutions. The average salary of the 1,173 faculty was \$36,411. This average salary was approximately 3 percent (0.97%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 17.7 percent (\$36,411 minus \$30,933 equals \$5,478). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.9 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of psychology (17.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.4 percent (19.1% minus 17.7% equals 1.4%) more than faculty in the discipline/major field of psychology. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.36 vs. 0.28 (1986-87), respectively; and 0.36 vs. 0.28 (1989-90), respectively. This is different from that of ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in psychology in the 1986-87 private study was slightly higher than the hiring rate in ALL MAJOR FIELDS, 5.5 percent (63/1,154) vs. 4.7 percent (1,279/27,249), respectively. Also, in the 1989-90 private study, the hiring rate of new assistant professors in psychology was greater in comparison to ALL MAJOR FIELDS, 6.0 percent (70/1,173) vs. 5.2 percent (1,476/28,609), respectively. In other words the hiring rate of new assistant professors in the

discipline/major field of psychology exceeded the hiring rate of ALL MAJOR FIELDS in both the 1986-87 and the 1989-90 private studies.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of psychology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,761 (4.2 %) faculty in the discipline/major field of psychology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of psychology is currently (1989-90) some 3 percent above and 3 percent below the faculty salary factor of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for psychology in the private institutions in 1986-87 was approximately 9 percent less in comparison to that in the state institutions. The average faculty salary in the private institutions is now (1989-90) approximately 8 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in psychology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Psychology faculty salary increases in both the state and private

institutions lagged behind that of ALL MAJOR FIELDS during this same period. Psychology faculty in the private institutions have some catching up to do in comparison to ALL MAJOR FIELDS.

Third, in the discipline/major field of psychology the full professor rank has a greater percentage compared to assistant professor ranks for both the state and private studies. The full professor rank appears to be increasing slightly in the state institutions, in comparison to the private institutions. It seems an equal percentage of new assistant professors are being hired in both types of institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in psychology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
 Murray State University (KY)
 New Mexico Highlands University (NM)
 North Adams State College (MA)
 North Carolina Central University (NC)
 Northeast Louisiana University (LA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Illinois University (IL)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northern State University (SD)
 Oakland University (MI)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Radford University (VA)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Sam Houston State University (TX)
 San Diego State University (CA)
 Sangamon State University (IL)
 Shepherd College (WV)
 Shippensburg University of Pennsylvania (PA)
 Slippery Rock University of Pennsylvania (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern College of Technology (GA)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 St. Cloud State University (MN)
 State University of New York College
 at Brockport (NY)
 State University of New York College
 at Buffalo (NY)
 State University of New York College
 at Fredonia (NY)
 State University of New York College
 at Old Westbury (NY)

State University of New York College
 at Potsdam (NY)
 Stephen F. Austin University (TX)
 Sul Ross State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Arkansas at Little Rock (AR)
 University of Arkansas at Monticello (AR)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston--Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland Baltimore County (MD)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of North Texas (TX)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnstown (PA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Maine (ME)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at Dallas (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of the Virgin Islands--
 St. Croix
 University of the Virgin Islands--
 St. Thomas
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and
Bryant College (RI)	Seminary (VA)
Bryn Mawr College (PA)	Eckerd College (FL)
Bucknell University (PA)	Elmhurst College (IL)
Butler University (IN)	Elmira College (NY)
Cabrini College (PA)	Embry-Riddle Aeronautical University (FL)
Canisius College (NY)	Emerson College (MA)
Capital University (OH)	Emory & Henry College (VA)
Carroll College (MT)	Eureka College (IL)
Carroll College (WI)	Fairfield University (CT)
Catawba College (NC)	Ferrum College (VA)
Catholic Theological Union (IL)	Fontbonne College (MO)
Catholic University of America, The (DC)	Franklin and Marshall College (PA)
Cedar Crest (PA)	Furman University (SC)
Cedarville College (OH)	George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN READING EDUCATION

FOR THE YEARS

1986-87 AND 1989-90

By

Richard D. Howe

and

Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including reading education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of reading education in the CIP is as follows:

An instructional program that describes the theories, methods, and techniques of designing, implementing, and evaluating programs which prepare, upgrade, or retrain students in reading the language arts.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 71.--13.1315.)]

This article presents a summary of the overall average salary increases in the discipline/major field of reading education from the "baseline year" of

1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of reading education faculty for both state and private participating institutions by rank, including "new assistant professors," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986--87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of reading education in the 1986-87 state study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.94 for assistant professors in the discipline/major field of reading education in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																	
STATE, 1986-87:																	
AVERAGE																	
SALARY:	37288	63 21	29861	45 23		25577	31 19		22977	4 4		19750	7 7		31671	146 34	
FAC MIX																	
PCT:	0.43		0.31			0.21			0.03			0.05			1.00		
SALARY																	
FACTOR:	0.94		0.91			0.94			0.88			0.92			0.97		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205		27122	14268		26202	1869		21466	4423		32611	514 0 210	
FAC MIX																	
PCT:	0.34		0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																	
STATE, 1989-90:																	
AVERAGE																	
SALARY:	45055	50 19	36911	36 19		30359	37 20		29240	5 5		24111	17 8		36533	140 29	
FAC MIX																	
PCT:	0.36		0.26			0.26			0.04			0.12			1.00		
SALARY																	
FACTOR:	0.96		0.96			0.95			1.12			0.98			0.96		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550		31853	16354		26030	2865		24499	4733		38213	55567 210	
FAC MIX																	
PCT:	0.34		0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																	
PRIVATE, 1986-87:																	
AVERAGE																	
SALARY:	45550	12 2	35300	16 6		23276	10 8		21909	2 2		18547	3 3		34141	41 16	
FAC MIX																	
PCT:	0.29		0.39			0.24			0.05			0.07			1.00		
SALARY																	
FACTOR:	1.14		1.13			0.91			0.88			0.90			1.09		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438		25483	8319		24917	1279		20566	1985		31411	27249 265	
FAC MIX																	
PCT:	0.31		0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION MAJOR FIELD: READING EDUCATION																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	37998	2 2	33398	4 4		25927	4 4					20000	1 1		30299	11 10	
FAC MIX																	
PCT:	0.18		0.36			0.36						0.09			1.00		
SALARY																	
FACTOR:	0.80		0.91			0.85						0.83			0.81		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771		30621	9004		29780	1476		24196	1808		37422	28609 265	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 34 of the 210 state (AASCU) institutions. The average salary of the 146 faculty was \$31,671. This average salary was 3 percent lower (0.97%) than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of reading education was reported in 29 of the same 210 state (AASCU) institutions. The average salary of the 140 faculty was \$36,533. This average salary was about 4 percent lower (0.96%) than the average salary of \$36,562 for all 54,552 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

The increase in average salaries for all faculty in reading education after three years in the state institutions studied was 15.4 percent (\$36,533 minus \$31,671 equals \$4,862). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 1.6 percent or an average of 0.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of reading education (15.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.8 percentage points (17.2% minus 15.4% equals 1.8%) more than faculty in the discipline/major field of reading education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentages in reading education are much higher at the professor rank than at the assistant professor rank for both of the state studies. The faculty mix percentages of professor and assistant professor are 0.43 and 0.21 (1986-87) respectively; and 0.36 and 0.26 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.28 (1986-87) and 0.34 and 0.29 (1989-90) respectively. In other words ALL MAJOR FIELDS has a higher percentage of assistant professors and a lower percentage of professors compared to reading education in both the state studies.

Finally, the hiring rate of new assistant professors in reading education was lower in the 1986-87 state study when compared to ALL MAJOR FIELDS: 2.7 percent (4/146) vs. 3.6 percent (1,869/51,46), respectively. In the 1989-90 study, the hiring rate of new assistant professors in reading education was again slightly lower than that of ALL MAJOR FIELDS: 2.6 percent (5/140) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of reading education was reported in 16 of the 265 private institutions. The average salary of the 41 faculty was \$34,141. This average salary was approximately 9 percent (1.09%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of reading education was reported in 10 of the same 265 private institutions. The average salary of the 11 faculty was \$30,299. This average salary was approximately 19 percent (0.81%) lower than the average of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The decrease in average salaries for all faculty in reading education after three years in the private institutions studied was minus 11.3 percent (\$30,299 minus \$34,141 equals \$-3,842). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" decrease, therefore, in average faculty salaries over the three-year time period is -25.1 percent or 8.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of reading education (11.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 30.1 percent (19.1% plus 11.3% equals 30.4%) more than faculty in the discipline/major field of reading education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

The reader may note that in the field of reading education, the faculty mix percentage is higher at the professor rank than at the assistant professor rank in the private study for 1986-87: 0.29 vs. 0.24 (1986-87), respectively. However, in 1989-90 the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 0.18 vs. 0.36, respectively. In contrast, the faculty mix percentage at the professor rank equals that at the assistant professor rank for ALL MAJOR FIELDS in both private studies: 0.31 vs 0.31 (1986-87), respectively; and 0.32 vs 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading education in the private studies was greater than the hiring rate in ALL MAJOR FIELDS in 1986-87: 4.9 percent (2/41) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90 the hiring rate of new assistant professors in reading education in the private studies was much less than the

hiring rate in ALL MAJOR FIELDS: 0.0 percent (0/11) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of reading education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year - a total of four studies. A total of 338 (.2%) faculty in the discipline/major field of reading education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of reading education is currently (1989-90) 4 and 19 percent lower in the state and private institutions, respectively, than the overall faculty salary factor of ALL MAJOR FIELDS. The average faculty salary for reading education in the private institutions was higher, 8 percent, in comparison to that in the state institutions in 1986-87. The faculty salary average in the state institutions is now (1989-90), 21 percent greater compared to that for the private institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in reading education received overall salary increases for three years above the cost-of-living. The salary increases of reading education faculty in the state and private institutions lagged behind

those faculty salaries in ALL MAJOR FIELDS during this same period. Reading education faculty in the private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS and their colleagues in the state institutions.

Third, in the discipline/major field of reading education, the assistant professor rank has a much lower percentage of faculty compared to the full professor rank in the state institutions, however, in the private institutions the assistant professor rank has a much higher percentage compared to the full professor rank. The assistant professor rank appears to be increasing at the same rate in both the state and private institutions. It seems a smaller percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in reading education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
 Murray State University (KY)
 New Mexico Highlands University (NM)
 North Adams State College (MA)
 North Carolina Central University (NC)
 Northeast Louisiana University (LA)
 Northeast Missouri State University (MO)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Illinois University (IL)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northern State University (SD)
 Oakland University (MI)
 Old Dominion University (VA)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Radford University (VA)
 Rhode Island College (RI)
 Saginaw Valley State University (MI)
 Salem State College (MA)
 Sam Houston State University (TX)
 San Diego State University (CA)
 Sangamon State University (IL)
 Shepherd College (WV)
 Shippensburg University of Pennsylvania (PA)
 Slippery Rock University of Pennsylvania (PA)
 Sonoma State University (CA)
 South Dakota School of Mines & Technology (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Massachusetts University (MA)
 Southern College of Technology (GA)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon State College (OR)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 St. Cloud State University (MN)
 State University of New York College
 at Brockport (NY)
 State University of New York College
 at Buffalo (NY)
 State University of New York College
 at Fredonia (NY)
 State University of New York College
 at Old Westbury (NY)

State University of New York College
 at Potsdam (NY)
 Stephen F. Austin University (TX)
 Sul Ross State University (TX)
 Tennessee Technological University (TN)
 Texas A&I University (TX)
 Texas A&M University at Galveston (TX)
 Texas Woman's University (TX)
 Towson State University (MD)
 Troy State University (AL)
 University of Akron, The (OH)
 University of Arkansas at Little Rock (AR)
 University of Arkansas at Monticello (AR)
 University of Central Arkansas (AR)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Houston--Clear Lake (TX)
 University of Maine at Fort Kent (ME)
 University of Maryland Baltimore County (MD)
 University of Montevallo (AL)
 University of Nebraska at Omaha (NE)
 University of Nevada, Las Vegas (NV)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Wilmington (NC)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of North Texas (TX)
 University of Pittsburgh at Bradford (PA)
 University of Pittsburgh at Johnstown (PA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama, The (AL)
 University of South Carolina at Aiken (SC)
 University of South Carolina at Spartanburg (SC)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Maine (ME)
 University of Southern Mississippi (MS)
 University of Southwestern Louisiana (LA)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Texas at Dallas (TX)
 University of Texas at San Antonio (TX)
 University of Texas at Tyler, The (TX)
 University of the Virgin Islands--
 St. Croix
 University of the Virgin Islands--
 St. Thomas
 University of Wisconsin--Eau Claire (WI)
 University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MT)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	
	<u>TOTAL: 265</u>

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY

FOR THE YEARS

1986-87 AND 1989-90

By

Richard D. Howe
and M. Faye Sawyer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 3645 selected academic disciplines including sociology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of sociology in the CIP is as follows:

An instructional program that describes human society, social institutions, and social relationships, including the development, purposes, structures, and functions of human groups.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 140.--45.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1986-87 to

and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of sociology faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage) and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-1984 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of sociology in the 1986-87 state study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.95 for assistant professors in the discipline/major field of sociology in the 1986-87 state study means that their salaries are 5 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1985-86 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF	ASSO PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN	SALARY NUM N/IN
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
STATE, 1986-87:					
AVERAGE					
SALARY: 38763 453 138	31814 473 143	25782 372 135	23027 60 48	20201 37 30	32169 1335 171
FAC MIX					
PCT: 0.34	0.35	0.28	0.04	0.03	1.00
SALARY					
FACTOR: 0.97	0.97	0.95	0.88	0.94	0.99
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 39819 17564	32676 15205	27122 14268	26202 1869	21466 4423	32611 51460 210
FAC MIX					
PCT: 0.34	0.30	0.28	0.04	0.09	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
STATE, 1989-90:					
AVERAGE					
SALARY: 45622 511 141	37071 444 143	29920 347 127	28140 58 46	24390 45 30	38049 1347 168
FAC MIX					
PCT: 0.38	0.33	0.26	0.04	0.03	1.00
SALARY					
FACTOR: 0.97	0.97	0.94	1.08	1.00	1.00
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47023 18930	38352 15550	31853 16354	26030 2865	24499 4733	38213 55567 210
FAC MIX					
PCT: 0.34	0.28	0.29	0.05	0.09	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1986-87:					
AVERAGE					
SALARY: 38037 202 112	28675 277 150	23848 244 131	22366 33 28	19110 33 28	29201 756 210
FAC MIX					
PCT: 0.27	0.37	0.32	0.04	0.04	1.00
SALARY					
FACTOR: 0.95	0.92	0.94	0.90	0.93	0.93
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 40015 8507	31131 8438	25483 8319	24917 1279	20566 1985	31411 27249 265
FAC MIX					
PCT: 0.31	0.31	0.31	0.05	0.07	1.00
DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIOLOGY					
PRIVATE, 1989-90:					
AVERAGE					
SALARY: 44700 214 116	34078 270 142	28460 192 117	26069 31 24	23000 23 21	35422 699 200
FAC MIX					
PCT: 0.31	0.39	0.27	0.04	0.03	1.00
SALARY					
FACTOR: 0.94	0.92	0.93	0.88	0.95	0.95
ALL MAJOR FIELDS					
AVERAGE					
SALARY: 47397 9026	36865 2771	30621 9004	29780 1476	24196 1808	37422 28609 265
FAC MIX					
PCT: 0.32	0.31	0.31	0.05	0.06	1.00

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1985-86 AND 1988-89

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 171 of the 210 state (AASCU) institutions. The average salary of the 1,335 faculty was \$32,169. This average salary was 1 percent less (0.99%) than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1985-86 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of sociology was reported in 168 of the same 210 state (AASCU) institutions. The average salary of the 1,347 faculty was \$38,049. This average salary was approximately the same (1.00) as the average salary of \$38,049 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in sociology after three years in the state institutions studied was 18.3 percent (\$38,049 minus \$32,169 equals \$5,880). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or an average of 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of sociology (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.1 percentage points (18.3% minus 17.2% equals 1.1%) less than faculty in the discipline/major field of sociology. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in sociology in the 19865-876 state study is higher at the professor rank than at the assistant professor rank: 0.34 vs 0.28, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words the discipline/major field of sociology and ALL MAJOR FIELDS have a higher percentage of professors and a lower percentage of assistant professors.

Finally, the hiring rate of new assistant professors in sociology was low in the 1986-87 state study: 4.5 percent (60/1,335) vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in sociology in the 1989-90 state study was higher in comparison to that of ALL MAJOR FIELDS: 4.3 percent (58/1,347) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 210 of the 265 private institutions. The average salary of the 756 faculty was \$29,201. This average salary was 7 percent (0.93%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1985-86 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of sociology was reported in 200 of the same 265 private institutions. The average salary of the 699 faculty was \$35,422. This average salary was 5 percent (0.95%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in sociology after three

years in the private institutions studied was 22.1 percent (\$35,422 minus \$29,021 equals \$6,401). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries in sociology over the three-year time period is 8.3 percent or 2.8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison therefore, the faculty in the discipline/major field of sociology (22.1%), increased their salaries by 2 percent (22.1% minus 19.9% equals 2%) more than faculty in ALL MAJOR FIELDS. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage at the professor rank is less than at the assistant professor rank in the 1986-87 study: 0.27 vs. 0.32, respectively; and conversely, it is greater in 1989-90: 0.31 vs. 0.27 respectively. The faculty mix percentage is the same at the professor rank for ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology in the private study was lower than the hiring rate in ALL MAJOR FIELDS, 4.4 percent (33/756) vs. 4.7 percent (1,279/27,249), respectively. And, the hiring rate of new assistant professors in sociology in the 1989-90 private study was higher in comparison to that of ALL MAJOR FIELDS: 4.4 percent (31/699) vs. 5.2 percent (1,476/28,609), respectively. In other words, the hiring rate of new assistant professors in the discipline/major field of sociology lagged behind ALL MAJOR FIELDS both in the 1986-87 private study and

in the 1989-90 private study.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of sociology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 and the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,137 (2.5%) faculty in the discipline/major field of sociology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of sociology is currently (1989-90) equal to and 5 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for sociology in the private institutions was 10 percent less in comparison to that in the state institutions in 1986-87. The overall average faculty salary in the private institutions is now (1989-90) approximately 7 percent lower in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in sociology, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. Sociology faculty salary increases in the state and private institutions exceeded faculty in ALL MAJOR FIELDS during this same period. Sociology faculty in the private institutions have some catching up to do in comparison

to their colleagues in state institutions.

Third, in the discipline/major field of sociology the assistant professor rank in 1989-90 has a lower percentage compared to full professor rank for the state and the private studies. The full professor rank appears to be increasing rapidly in both the state and private institutions. It seems a goodly percentage of new assistant professors are being hired in both the state and private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in sociology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Husacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Bail State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Hilliersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)	State University of New York College at Potsdam (NY)
Murray State University (KY)	Stephen F. Austin University (TX)
New Mexico Highlands University (NM)	Sul Ross State University (TX)
North Adams State College (MA)	Tennessee Technological University (TN)
North Carolina Central University (NC)	Texas A&I University (TX)
Northeast Louisiana University (LA)	Texas A&M University at Galveston (TX)
Northeast Missouri State University (MO)	Texas Woman's University (TX)
Northeastern Illinois University (IL)	Towson State University (MD)
Northeastern State University (OK)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Arkansas at Little Rock (AR)
Northern Kentucky University (KY)	University of Arkansas at Monticello (AR)
Northern Michigan University (MI)	University of Central Arkansas (AR)
Northern State University (SD)	University of Colorado at Colorado Springs (CO)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston--Clear Lake (TX)
Peru State College (NE)	University of Maine at Fort Kent (ME)
Pittsburg State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Montevallo (AL)
Portland State University (OR)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Saginaw Valley State University (MI)	University of North Carolina at Charlotte (NC)
Salem State College (MA)	University of North Carolina at Greensboro (NC)
Sam Houston State University (TX)	University of North Carolina at Wilmington (NC)
San Diego State University (CA)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of North Texas (TX)
Shippensburg University of Pennsylvania (PA)	University of Pittsburgh at Bradford (PA)
Slippery Rock University of Pennsylvania (PA)	University of Pittsburgh at Johnstown (PA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina at Aiken (SC)
Southeastern Louisiana University (LA)	University of South Carolina at Spartanburg (SC)
Southeastern Massachusetts University (MA)	University of Southern Colorado (CO)
Southern College of Technology (GA)	University of Southern Indiana (IN)
Southern Illinois University at Carbondale (IL)	University of Southern Maine (ME)
Southern Illinois University at Edwardsville (IL)	University of Southern Mississippi (MS)
Southern Oregon State College (OR)	University of Southwestern Louisiana (LA)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (TN)
Southwest Texas State University (TX)	University of Texas at Dallas (TX)
Southwestern Oklahoma State University (OK)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler, The (TX)
State University of New York College at Brockport (NY)	University of the Virgin Islands-- St. Croix
State University of New York College at Buffalo (NY)	University of the Virgin Islands-- St. Thomas
State University of New York College at Fredonia (NY)	University of Wisconsin--Eau Claire (WI)
State University of New York College at Old Westbury (NY)	University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Aims College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	DePaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Joane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferris College (VA)
Catawba College (NC)	Fonthomme College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION (GENERAL)

FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including special education. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of special education in the CIP is as follows:

A group of instructional programs that describe the theories, methods, and techniques of designing, implementing, and evaluating organized learning activities for students whose physical, emotional, mental, or social needs require a special curriculum and educational setting.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 68.--13.10.)]

This article presents a summary of the overall average salary increases in

the discipline/major field of special education from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of special education faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between 1986-87 and 1989-90.

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of special education in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of special education in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN			SALARY NUM N/IN		
DISCIPLINE: EDUCATION																	
MAJOR FIELD: SPECIAL EDUCATION, GENERAL																	
STATE, 1986-87:																	
AVERAGE																	
SALARY:	38951	211 66	31400	196 77	26092	160 62	24558	19 15	21050	38 22	31979	605 84					
FAC MIX																	
PCT:	0.35		0.32		0.26		0.03		0.06		1.00						
SALARY																	
FACTOR:	0.98		0.96		0.96		0.94		0.98		0.98						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205	27122	14268	26202	1869	21466	4423	32611	51460	210				
FAC MIX																	
PCT:	0.34		0.30		0.28		0.04		0.09		1.00						
DISCIPLINE: EDUCATION																	
MAJOR FIELD: SPECIAL EDUCATION, GENERAL																	
STATE, 1989-90:																	
AVERAGE																	
SALARY:	46446	215 63	37698	192 73	30920	146 63	28501	24 18	25503	32 23	38554	585 82					
FAC MIX																	
PCT:	0.37		0.33		0.25		0.04		0.05		1.00						
SALARY																	
FACTOR:	0.99		0.98		0.97		1.09		1.04		1.01						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550	31853	16354	26030	2865	24499	4733	38213	55567	210				
FAC MIX																	
PCT:	0.34		0.28		0.29		0.05		0.09		1.00						
DISCIPLINE: EDUCATION																	
MAJOR FIELD: SPECIAL EDUCATION, GENERAL																	
PRIVATE, 1986-87:																	
AVERAGE																	
SALARY:	38199	17 10	27129	37 26	22858	22 18	22033	3 3	17908	7 6	27487	83 40					
FAC MIX																	
PCT:	0.20		0.45		0.27		0.04		0.08		1.00						
SALARY																	
FACTOR:	0.95		0.87		0.90		0.88		0.87		0.88						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438	25483	8319	24917	1279	20566	1985	31411	27249	265				
FAC MIX																	
PCT:	0.31		0.31		0.31		0.05		0.07		1.00						
DISCIPLINE: EDUCATION																	
MAJOR FIELD: SPECIAL EDUCATION, GENERAL																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	43149	18 9	32641	30 22	27459	32 21	25155	6 5	23983	4 4	32506	84 35					
FAC MIX																	
PCT:	0.21		0.36		0.38		0.07		0.05		1.00						
SALARY																	
FACTOR:	0.91		0.89		0.90		0.84		0.99		0.87						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771	30621	9004	29780	1476	24196	1808	37422	28609	265				
FAC MIX																	
PCT:	0.32		0.31		0.31		0.05		0.06		1.00						

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 84 of the 210 state (AASCU) institutions. The average salary of the 605 faculty was \$31,979. This average salary was approximately 2 percent (0.98%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of special education was reported in 84 of the same 210 state (AASCU) institutions. The average salary of the 585 faculty was \$38,554. This average salary was 1 percent (1.01%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in special education after three years in the state institutions studied was 20.5 percent (\$38,554 minus \$31,979 equals \$6,575). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 6.7 percent or an average of 2.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of special education (20.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.3 percentage points (20.5% minus 17.2% equals 3.3%) less than faculty in the discipline/major field of special education. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentages in special education are higher at the professor rank than at the assistant professor rank in both state studies. The faculty mix percentage of professor and assistant professor are 0.35 and 0.26 (1986-87) respectively; and 0.37 and 0.25 (1989-90) respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are 0.34 and 0.28 (1986-87) and 0.34 and 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of full and a higher percentage of assistant professors when compared to special education in both the 1986-87 and 1989-90 state studies.

Finally, the hiring rate of new assistant professors in special education in the 1986-87 state study was lower than that of ALL MAJOR FIELDS: 3.1 percent (19/605) vs. 3.6 percent (1,869/51,460), respectively. In 1989-90, the hiring rate of new assistant professors in special education was also lower than that of ALL MAJOR FIELDS: 4.1 percent (24/585) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 40 of the 265 private institutions. The average salary of the 83 faculty was \$27,487. This average salary was approximately 12 percent (0.88%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the major field of special education was reported in 35 of the same 265 private institutions. The average salary of the 84 faculty was \$32,506. This average salary was approximately 13 percent (0.87%) lower than the average of \$37,422 for all 28,609

faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 18.3 percent (\$32,506 minus \$27,487 equals \$5,019). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.5 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of special education (18.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.8 percent (18.3% minus 19.1% equals -0.8%) more than faculty in the discipline/major field of special education. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three year period.

The reader may note that in the field of special education, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in the private studies: 0.20 vs. 0.27 (1986-87), respectively; and 0.21 vs. 0.38 (1989-90), respectively. These proportions differ from the FAC MIX PCT at the same ranks for ALL MAJOR FIELDS in both private studies where they are almost uniform: 0.31 vs 0.31 (1986-87), respectively; and 0.32 vs 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors and lower percentage of assistant professors compared to special education in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in special education in the 1986-87 private study was lower than the hiring rate in ALL MAJOR FIELDS: 3.6 percent (3/83) vs. 4.7 percent (1,279/27,249), respectively. In 1989-90, the hiring rate was higher at the assistant

rank than for ALL MAJOR FIELDS: 7.1 percent (6/84) vs. 5.2 percent (1,476/28,698), respectively. In other words the hiring rate in the discipline/ major field of special education was lower than that for ALL MAJOR FIELDS in 1986-87, and the hiring rate was higher for the discipline/major field of special education in 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/ major field of special education and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,357 faculty in the discipline/major field of special education participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of special education is currently (1989-90) some 1 and 13 percent higher in the state and private institutions, respectively, than the overall average faculty salary of ALL MAJOR FIELDS. The average faculty salary for special education in the private institutions was considerably lower (16%) in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989 '0), approximately 9 percent less compared to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in special education, in both the state and private

institutions, received overall salary increases for three years above the cost-of-living. The salary increase of special education faculty in the state study exceeded faculty in ALL MAJOR FIELDS during this same period but was less for the private institutions. Special education faculty in the private institutions have some catching up to do in salary in comparison with their colleagues in the state institutions.

Third, in 1989-90 the discipline/major field of special education has a lower percentage at the assistant professor rank compared to the full professor rank in the state but it is just the opposite in the private institutions. The professor rank appears to be increasing more rapidly in the state institutions. It seems a larger percentage of new assistant professors are being hired in the private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in special education, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Steven L. Widenhouse is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humbao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)	State University of New York College at Potsdam (NY)
Murray State University (KY)	Stephen F. Austin University (TX)
New Mexico Highlands University (NM)	Sul Ross State University (TX)
North Adams State College (MA)	Tennessee Technological University (TN)
North Carolina Central University (NC)	Texas A&I University (TX)
Northeast Louisiana University (LA)	Texas A&M University at Galveston (TX)
Northeast Missouri State University (MO)	Texas Woman's University (TX)
Northeastern Illinois University (IL)	Towson State University (MD)
Northeastern State University (OK)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Arkansas at Little Rock (AR)
Northern Kentucky University (KY)	University of Arkansas at Monticello (AR)
Northern Michigan University (MI)	University of Central Arkansas (AR)
Northern State University (SD)	University of Colorado at Colorado Springs (CO)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston--Clear Lake (TX)
Peru State College (NE)	University of Maine at Fort Kent (ME)
Pittsburg State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Montevallo (AL)
Portland State University (OR)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Saginaw Valley State University (MI)	University of North Carolina at Charlotte (NC)
Salem State College (MA)	University of North Carolina at Greensboro (NC)
Sam Houston State University (TX)	University of North Carolina at Wilmington (NC)
San Diego State University (CA)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of North Texas (TX)
Shippensburg University of Pennsylvania (PA)	University of Pittsburgh at Bradford (PA)
Slippery Rock University of Pennsylvania (PA)	University of Pittsburgh at Johnstown (PA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina at Aiken (SC)
Southeastern Louisiana University (LA)	University of South Carolina at Spartanburg (SC)
Southeastern Massachusetts University (MA)	University of Southern Colorado (CO)
Southern College of Technology (GA)	University of Southern Indiana (IN)
Southern Illinois University at Carbondale (IL)	University of Southern Maine (ME)
Southern Illinois University at Edwardsville (IL)	University of Southern Mississippi (MS)
Southern Oregon State College (OR)	University of Southwestern Louisiana (LA)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (TN)
Southwest Texas State University (TX)	University of Texas at Dallas (TX)
Southwestern Oklahoma State University (OK)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler, The (TX)
State University of New York College at Brockport (NY)	University of the Virgin Islands-- St. Croix
State University of New York College at Buffalo (NY)	University of the Virgin Islands-- St. Thomas
State University of New York College at Fredonia (NY)	University of Wisconsin--Eau Claire (WI)
State University of New York College at Old Westbury (NY)	University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Aibion College (NI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (IN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Aim College (NI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (NI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	DePaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and
Bryant College (RI)	Seminary (VA)
Bryn Mawr College (PA)	Eckerd College (FL)
Bucknell University (PA)	Elmhurst College (IL)
Butler University (IN)	Elmira College (NY)
Cabrini College (PA)	Embry-Riddle Aeronautical University (FL)
Canisius College (NY)	Emerson College (MA)
Capital University (OH)	Emory & Henry College (VA)
Carroll College (MT)	Eureka College (IL)
Carroll College (WI)	Fairfield University (CT)
Catawba College (NC)	Ferris College (VA)
Catholic Theological Union (IL)	Fontbonne College (MO)
Catholic University of America, The (DC)	Franklin and Marshall College (PA)
Cedar Crest (PA)	Furman University (SC)
Cedarville College (OH)	George Fox College (OR)

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycow College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY
FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Steven L. Widenhouse

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including speech/language pathology and audiology. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of speech/language pathology and audiology in the CIP is as follows:

An instructional program that describes the nature and treatment of hearing and speech disorders, including the principles and techniques of providing therapy that restores or partially restores normal functioning.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p.96.--18.01)]

This article presents a summary of the overall average salary increases in the discipline/major field of speech/language pathology and audiology from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of faculty in speech/language pathology and audiology for both state and private participating institutions by rank, including "new assistant professors," the faculty mix percentage (FAC MIX PCT), and the salary factor. In addition comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation.. Therefore, the CPI was used to yield a more precise representation of "real" salary increases over time.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .32 for associate professor of speech/language pathology and audiology in the 1986-87 state study means that 32 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.96 for assistant professors in the discipline/major field of speech/language pathology and audiology in the 1986-87 state study means that their salaries are 4 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech/language pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS			
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
<u>STATE, 1986-87:</u>																		
AVERAGE																		
SALARY:	40933	121	49	32483	130	49	26104	138	47	23281	13	11	20827	23	17	32177	412	63
FAC MIX																		
PCT:	0.29			0.32			0.33			0.03			0.06			1.00		
SALARY																		
FACTOR:	1.03			0.99			0.96			0.89			0.97			0.99		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	39819	17564		32676	15205		27122	14268		26202	1869		21466	4423		32611	514	210
FAC MIX																		
PCT:	0.34			0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
<u>STATE, 1989-90:</u>																		
AVERAGE																		
SALARY:	47078	121	49	38535	120	41	30496	121	53	29961	21	19	24726	42	27	37250	404	64
FAC MIX																		
PCT:	0.30			0.30			0.30			0.05			0.10			1.00		
SALARY																		
FACTOR:	1.00			1.00			0.96			1.15			1.01			0.97		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	47023	18930		38352	15550		31853	16354		26030	2865		24499	4733		38213	55567	210
FAC MIX																		
PCT:	0.34			0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
<u>PRIVATE, 1986-87:</u>																		
AVERAGE																		
SALARY:	41786	11	8	30825	27	12	24992	25	13	23017	3	3	19670	9	5	29080	72	18
FAC MIX																		
PCT:	0.15			0.38			0.35			0.04			0.13			1.00		
SALARY																		
FACTOR:	1.04			0.99			0.98			0.92			0.96			0.93		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	40015	8507		31131	8438		25483	8319		24917	1279		20566	1985		31411	27249	265
FAC MIX																		
PCT:	0.31			0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: HEALTH SCIENCES																		
MAJOR FIELD: SPEECH PATHOLOGY/AUDIOLOGY																		
<u>PRIVATE, 1989-90:</u>																		
AVERAGE																		
SALARY:	49761	9	7	36442	22	10	29636	23	8	31333	3	2	24602	10	6	34019	64	16
FAC MIX																		
PCT:	0.14			0.34			0.36			0.05			0.16			1.00		
SALARY																		
FACTOR:	1.05			0.99			0.97			1.05			1.02			0.91		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	47397	9026		36865	8771		30621	9004		29780	1476		24196	1808		37422	28609	265
FAC MIX																		
PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of speech/language pathology and audiology was reported in 63 of the 210 state (AASCU) institutions. The average salary of the 412 faculty was \$32,177. This average salary was 1 percent lower (0.99%) than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of speech/language pathology and audiology was reported in 64 of the same 210 state (AASCU) institutions. The average salary of the 404 faculty was \$37,250. This average salary was 3 percent lower (0.97%) than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the discipline/major field of speech/language pathology and audiology after three years in the state institutions studied was 15.8 percent (\$37,250 minus \$32,177 equals \$5,073). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 2.0 percent or an average of 0.66 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of speech/language pathology and audiology (15.8%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries 1.4 percentage points. In "real" or infla-

tion-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in speech/language pathology and audiology is slightly lower at the professor rank than at the assistant professor rank in the 1986-87 state study, (0.29 vs 0.33), and is equal (0.30 vs 0.30) in the 1989-90 state study. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies is as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively.

Finally, the hiring rate of new assistant professors in speech/language pathology and audiology in the state study was less than the hiring rate in ALL MAJOR FIELDS: 2.7 percent (11/412) vs. 3.6 percent (1,869/ 51,460), but in 1989-90: it was slightly higher, 5.3 percent (21/404) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of speech/language pathology and audiology was reported in 18 of the 265 private institutions. The average salary of the 72 faculty was \$29,080. This average salary was 7 percent lower (0.93%) than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of speech/language pathology and audiology was reported in 16 of the same 265 private institutions. The average salary of the 64 faculty was \$34,019. This average salary was about 9 percent (0.91%) lower than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in speech/language pathology and audiology after three years in the private institutions studied was 17 percent (\$34,019 minus \$20,080 equals \$4,939). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.2 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of speech/-language pathology and audiology (17%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries slightly more than the faculty in speech/-language pathology and audiology. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of speech/language pathology and audiology, the reader may note that the faculty mix percentage at the professor rank is dramatically lower than at the assistant professor rank in the 1986-87 private study: 0.15 vs. 0.35 , and is lower than at the assistant professor rank in the 1989-90 private study: 0.14 vs. 0.36. This is quite different from ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. In other words ALL MAJOR FIELDS had a higher percentage of professors and a lower percentage of assistant professors in both the 1986-87 and the 1989-90 private studies when compared to audiology and speech pathology.

Finally, the reader may note that the hiring rate of new assistant professors in audiology and speech pathology in the private studies was less than the hiring rate in ALL MAJOR FIELDS both in 1986-87, 4.2 percent (3/72) vs. 4.7 percent (1,279/ 27,249) respectively; and in 1989-90, 4.7 percent (3/64) vs.

5.2 percent (1,476/28,609), respectively. In other words the hiring rate in the discipline/major field of audiology and speech pathology is less than ALL MAJOR FIELDS in both the private studies of 1986-87 and 1989-90.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 952 (.6%) faculty in the discipline/major field of speech/language pathology and audiology participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology is currently (1989-90) some 3 percent below the overall average faculty salaries of ALL MAJOR FIELDS in the state study, and is 9 percent below ALL MAJOR FIELDS in the private study. The average faculty salary for speech pathology and audiology in the state institutions was 10.6 percent more than that in the private institutions in 1986-87. The overall salary average in the private institutions is now (1989-90), 9.5 percent below that of the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in speech pathology and audiology, in both the state and private institutions, received overall salary increases for three years

above the cost-of-living. Speech/language pathology and audiology faculty salaries in both the state and private institutions received overall salary increases for three years above the cost-of-living. Speech/language pathology and audiology faculty in both the state and private institutions lagged behind faculty salaries in ALL MAJOR FIELDS during this same period. Speech/language pathology and audiology faculty in both the state and private institutions have some catching up to do in salary in comparison to their colleagues in ALL MAJOR FIELDS.

Third. in the discipline/major field of speech/language pathology and audiology the assistant professor rank have a much greater percentage in the two state studies (1986-87 and 1989-90) or is equal to the full professor rank in ALL MAJOR FIELDS> However, in the two private studies (1986-87 and 1989-90), the assistant professor rank is far greater than the professor rank.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in audiology and speech pathology, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

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- B - LIST OF STATE Participating Institutions, page 11
- C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humboldt University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)	State University of New York College at Potsdam (NY)
Murray State University (KY)	Stephen F. Austin University (TX)
New Mexico Highlands University (NM)	Sul Ross State University (TX)
North Adams State College (MA)	Tennessee Technological University (TN)
North Carolina Central University (NC)	Texas A&I University (TX)
Northeast Louisiana University (LA)	Texas A&M University at Galveston (TX)
Northeast Missouri State University (MO)	Texas Woman's University (TX)
Northeastern Illinois University (IL)	Towson State University (MD)
Northeastern State University (OK)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Arkansas at Little Rock (AR)
Northern Kentucky University (KY)	University of Arkansas at Monticello (AR)
Northern Michigan University (MI)	University of Central Arkansas (AR)
Northern State University (SD)	University of Colorado at Colorado Springs (CO)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston--Clear Lake (TX)
Peru State College (NE)	University of Maine at Fort Kent (ME)
Pittsburg State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Montevallo (AL)
Portland State University (OR)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Saginaw Valley State University (MI)	University of North Carolina at Charlotte (NC)
Salem State College (MA)	University of North Carolina at Greensboro (NC)
Sam Houston State University (TX)	University of North Carolina at Wilmington (NC)
San Diego State University (CA)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of North Texas (TX)
Shippensburg University of Pennsylvania (PA)	University of Pittsburgh at Bradford (PA)
Slippery Rock University of Pennsylvania (PA)	University of Pittsburgh at Johnstown (PA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina at Aiken (SC)
Southeastern Louisiana University (LA)	University of South Carolina at Spartanburg (SC)
Southeastern Massachusetts University (MA)	University of Southern Colorado (CO)
Southern College of Technology (GA)	University of Southern Indiana (IN)
Southern Illinois University at Carbondale (IL)	University of Southern Maine (ME)
Southern Illinois University at Edwardsville (IL)	University of Southern Mississippi (MS)
Southern Oregon State College (OR)	University of Southwestern Louisiana (LA)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (TN)
Southwest Texas State University (TX)	University of Texas at Dallas (TX)
Southwestern Oklahoma State University (OK)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler, The (TX)
State University of New York College at Brockport (NY)	University of the Virgin Islands-- St. Croix
State University of New York College at Buffalo (NY)	University of the Virgin Islands-- St. Thomas
State University of New York College at Fredonia (NY)	University of Wisconsin--Eau Claire (WI)
State University of New York College at Old Westbury (NY)	University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (IN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Aima College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	DePaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Hilliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Grifford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (IA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Narietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

SALARY-TREND STUDY OF FACULTY IN STUDENT COUNSELING AND PERSONNEL SERVICES
FOR THE YEARS

1986-87 AND 1989-90

By
Richard D. Howe
and
Anna Suddreth

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including student counseling and personnel services. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of student counseling and personnel services in the CIP is as follows:

An instructional program that describes the theories, methods, functions, operations, and services involved in the personal, social, educational, and vocational development of students and the principles and techniques of managing, directing, and developing an organized unit providing student services within an educational institution.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, DC.: National Center for Education Statistics, [1985], p. 70.--13.1101.)]

This article presents a summary of the overall average salary increases in the discipline/major field of student counseling and personnel services from the "baseline year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the "baseline year" and the "trend year". Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the "baseline year" and the "trend year".

This study lists the average salaries of student counseling and personnel services faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary. The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .25 for associate professor of student counseling and personnel services in the 1986-87 state study means that 25 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of 0.92 for assistant professors in the discipline/major field of student counseling and personnel services in the 1986-87 state study means that their salaries are 8 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of student counseling and personnel services with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																	
STATE, 1986-87: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																	
AVERAGE																	
SALARY:	40042	189 56	32196	98 44		24925	87 44		23799	18 13		19461	11 7		34040	385 61	
FAC MIX																	
PCT:	0.49		0.25			0.23			0.05			0.03			1.00		
SALARY																	
FACTOR:	1.01		0.99			0.92			0.91			0.91			1.04		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205		27122	14268		26202	1869		21466	4423		32611	51460 210	
FAC MIX																	
PCT:	0.34		0.30			0.28			0.04			0.09			1.00		
DISCIPLINE: EDUCATION																	
STATE, 1989-90: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																	
AVERAGE																	
SALARY:	48065	202 58	37069	131 49		30975	103 45		30113	27 20		28114	11 5		40413	447 58	
FAC MIX																	
PCT:	0.45		0.29			0.23			0.06			0.02			1.00		
SALARY																	
FACTOR:	1.02		0.97			0.97			1.16			1.15			1.06		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550		31853	16354		26030	2865		24499	4733		38213	55567 210	
FAC MIX																	
PCT:	0.34		0.28			0.29			0.05			0.09			1.00		
DISCIPLINE: EDUCATION																	
PRIVATE, 1986-87: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																	
AVERAGE																	
SALARY:	38063	18 5	29083	17 9		24138	9 8								31745	44 13	
FAC MIX																	
PCT:	0.41		0.39			0.20									1.00		
SALARY																	
FACTOR:	0.95		0.93			0.95									1.01		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438		25483	8319		24917	1279		20566	1985		31411	27249 265	
FAC MIX																	
PCT:	0.31		0.31			0.31			0.05			0.07			1.00		
DISCIPLINE: EDUCATION																	
PRIVATE, 1989-90: MAJOR FIELD: STUDENT COUNSELING & PERSONNEL SERV																	
AVERAGE																	
SALARY:	48064	25 6	36305	23 9		31453	14 8		32260	5 3		24279	2 2		39461	64 11	
FAC MIX																	
PCT:	0.39		0.36			0.22			0.08			0.03			1.00		
SALARY																	
FACTOR:	1.01		0.98			1.03			1.08			1.00			1.05		
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771		30621	9004		29780	1476		24196	1808		37422	28609 265	
FAC MIX																	
PCT:	0.32		0.31			0.31			0.05			0.06			1.00		

sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

RESULTS OF THE STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 61 of the 210 state (AASCU) institutions. The average salary of the 385 faculty was \$34,040. This average salary was approximately 4 percent (1.04%) higher than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 58 of the same 210 state (AASCU) institutions. The average salary of the 447 faculty was \$40,413. This average salary was approximately 6 percent (1.06%) higher than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the state institutions studies was 18.7 percent (\$40,413 minus \$34,040 equals \$6,373). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 4.9 percent or an average of 1.6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of student counseling and personnel services (18.7%), therefore, the faculty in ALL MAJOR

FIELDS decreased their salaries by 1.5 percentage points (17.2% minus 18.7% equals -1.5%) more than faculty in the discipline/major field of student counseling and personnel services. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year

The reader may note that the faculty mix percentage in student counseling and personnel services is higher at the professor rank than at the assistant professor rank in both the state studies: 0.49 vs. 0.23 (1986-87) and 0.45 vs. 0.23 (1989-90), respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both of the state studies.

Finally, the hiring rate of new assistant professors in the state studies in student counseling and personnel services was higher than ALL MAJOR FIELDS in 1986-87, 4.7 percent (18/385) vs. 3.6 percent (1,869/51,460), respectively, and higher also in 1989-90, 6.0 percent (27/447) vs. 5.2 percent (2,865/55,567), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of student counseling and personnel services was reported in 13 of the 265 private institutions. The average salary of the 44 faculty was \$31,745. This average salary was approximately 1 percent (1.01%) higher than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the discipline/major field of student counseling and personnel services was reported in 11 of

the same 265 private institutions. The average salary of the 64 faculty was \$39,461. This average salary was approximately 5 percent (1.05%) higher than the average salary of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in student counseling and personnel services after three years in the private institutions studied was 24.3 percent (\$39,461 minus \$31,745 equals \$7,716). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 10.5 percent or 3.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of student counseling and personnel services (24.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.2 percent (24.3% minus 19.1% equals 5.2%) less than faculty in student counseling and personnel services. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

In the discipline/major field of student counseling and personnel services, the reader may note that the faculty mix percentage at the professor rank is more than at the assistant professor rank in the private studies: 0.41 vs. 0.26 (1986-87), respectively; and 0.39 vs. 0.21 (1989-90), respectively. This is dissimilar to ALL MAJOR FIELDS for both private studies: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively. ALL MAJOR FIELDS has lower percentage of professors and a higher percentage of assistant professors compared to student counseling and personnel services in both private studies.

Finally, the reader may note that the hiring rate of new assistant professors in student counseling and personnel services in the private studies was less than the hiring rate in ALL MAJOR FIELDS in 1986-87, 0 percent (0/44) vs. 4.7 percent (1,279/27,249), respectively; and higher in 1989-90, 7.8 percent (5/64) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of student counseling and personnel services and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 940 (.58%) faculty in the discipline/major field of student counseling and personnel services participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of student counseling and personnel services is currently (1989-90) some 6 percentage points below and 5 percent above the overall faculty salary factor in ALL MAJOR FIELDS for both the state and private studies, respectively. The average faculty salary for student counseling and personnel services in the private institutions was over 7 percent less in comparison to that in the state institutions in 1986-87. The average faculty salary in the private institutions is now (1989-90) approximately 2 percent less in comparison to that for the state institutions.

Second, the CPI of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in student counseling and personnel services, in both the state and private institutions, received overall salary increases for three years above the cost-of-living. The "real" salaries of student counseling and personnel services faculty salary in both the state and private institutions was also ahead of faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of student counseling and personnel services the full professor rank has a greater percentage compared to the assistant professor rank for both the state and private studies. It appears that a higher percentage of new assistant professors is being hired in private institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in student counseling and personnel services, and in other disciplines/major fields, on an annual basis.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education, and history at Appalachian State University, Boone, North Carolina. Co-author Anna Suddreth is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANACEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of	Livingston University (AL)
South Carolina (SC)	Longwood College (VA)
Clarion University of Pennsylvania (PA)	Louisiana State University in Shreveport (LA)
Cleveland State University (OH)	Louisiana Tech University (LA)
College of Staten Island, The (NY)	Maine Maritime Academy (ME)
Columbus College (GA)	Mansfield University of Pennsylvania (PA)
Delta State University (MS)	Marshall University (WV)
Dickinson State University (ND)	Mary Washington College (VA)
East Central University (OK)	Mayville State University (ND)
East Tennessee State University (TN)	Memphis State University (TN)
East Texas State University (TX)	Mesa State College (CO)
East Texas State University	Metropolitan State College (CO)
at Texarkana (TX)	Metropolitan State University (MN)
Eastern Connecticut State University (CT)	Middle Tennessee State University (TN)
Eastern Illinois University (IL)	Millersville University of Pennsylvania (KY)
Eastern Washington University (WA)	Mississippi University for Women (MS)
Edinboro University of Pennsylvania (PA)	Missouri Southern State College (MO)
Fitchburg State College (MA)	Missouri Western State College (MO)
Florida Atlantic University (FL)	Montana College of Mineral Science
Fort Hays State University (KS)	& Technology (MT)
Francis Marion College (SC)	Montclair State College (NJ)
Frostburg State University (MD)	Moorhead State University (MN)
George Mason University (VA)	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)	State University of New York College at Potsdam (NY)
Murray State University (KY)	Stephen F. Austin University (TX)
New Mexico Highlands University (NM)	Sul Ross State University (TX)
North Adams State College (MA)	Tennessee Technological University (TN)
North Carolina Central University (NC)	Texas A&I University (TX)
Northeast Louisiana University (LA)	Texas A&M University at Galveston (TX)
Northeast Missouri State University (MO)	Texas Woman's University (TX)
Northeastern Illinois University (IL)	Towson State University (MD)
Northeastern State University (OK)	Troy State University (AL)
Northern Arizona University (AZ)	University of Akron, The (OH)
Northern Illinois University (IL)	University of Arkansas at Little Rock (AR)
Northern Kentucky University (KY)	University of Arkansas at Monticello (AR)
Northern Michigan University (MI)	University of Central Arkansas (AR)
Northern State University (SD)	University of Colorado at Colorado Springs (CO)
Oakland University (MI)	University of Colorado at Denver (CO)
Old Dominion University (VA)	University of Houston--Clear Lake (TX)
Peru State College (NE)	University of Maine at Fort Kent (ME)
Pittsburg State University (KS)	University of Maryland Baltimore County (MD)
Plymouth State College (NH)	University of Montevallo (AL)
Portland State University (OR)	University of Nebraska at Omaha (NE)
Radford University (VA)	University of Nevada, Las Vegas (NV)
Rhode Island College (RI)	University of North Carolina at Asheville (NC)
Saginaw Valley State University (MI)	University of North Carolina at Charlotte (NC)
Salem State College (MA)	University of North Carolina at Greensboro (NC)
Sam Houston State University (TX)	University of North Carolina at Wilmington (NC)
San Diego State University (CA)	University of Northern Colorado (CO)
Sangamon State University (IL)	University of Northern Iowa (IA)
Shepherd College (WV)	University of North Texas (TX)
Shippensburg University of Pennsylvania (PA)	University of Pittsburgh at Bradford (PA)
Slippery Rock University of Pennsylvania (PA)	University of Pittsburgh at Johnstown (PA)
Sonoma State University (CA)	University of Science and Arts of Oklahoma (OK)
South Dakota School of Mines & Technology (SD)	University of South Alabama, The (AL)
Southeast Missouri State University (MO)	University of South Carolina at Aiken (SC)
Southeastern Louisiana University (LA)	University of South Carolina at Spartanburg (SC)
Southeastern Massachusetts University (MA)	University of Southern Colorado (CO)
Southern College of Technology (GA)	University of Southern Indiana (IN)
Southern Illinois University at Carbondale (IL)	University of Southern Maine (ME)
Southern Illinois University at Edwardsville (IL)	University of Southern Mississippi (MS)
Southern Oregon State College (OR)	University of Southwestern Louisiana (LA)
Southwest Missouri State University (MO)	University of Tennessee at Chattanooga (TN)
Southwest State University (MN)	University of Tennessee at Martin (TN)
Southwest Texas State University (TX)	University of Texas at Dallas (TX)
Southwestern Oklahoma State University (OK)	University of Texas at San Antonio (TX)
St. Cloud State University (MN)	University of Texas at Tyler, The (TX)
State University of New York College at Brockport (NY)	University of the Virgin Islands-- St. Croix
State University of New York College at Buffalo (NY)	University of the Virgin Islands-- St. Thomas
State University of New York College at Fredonia (NY)	University of Wisconsin--Eau Claire (WI)
State University of New York College at Old Westbury (NY)	University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topoka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Albion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmine College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Enory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	

TOTAL: 265

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS
FOR THE YEARS
1986-87 AND 1989-90

By
Richard D. Howe
and
Linda D. Smith

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1989-90. Each year two separate studies are conducted, one for state senior colleges and universities which are members of the American Association of State Colleges and Universities (AASCU) in Washington, D.C., and the other for private senior colleges and universities. The list of private institutions is provided by the American Council on Education in Washington, D.C.

Salary data for each study were collected and tabulated for full-time teaching faculty in 36 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by the Higher Education General Information Study (HEGIS) Taxonomy and by A Classification of Instructional Programs (CIP), 1985. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

A summary of groups of instructional programs that describe the creation and perception of auditory, kinesthetic, and visual phenomena which express ideas and emotions in various forms, subject to aesthetic criteria.*

[*Gerald S. Malitz, A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1985], p. 157.--50.)]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline

year" of 1986-87 to and including the "trend year" of 1989-90 for both state and private institutions. Of the 262 institutions which participated in CUPA's STATE (AASCU) study of 1986-87, 210 also participated in 1989-90. Data from those same 210 institutions were used in both the baseline year and the trend year. Of the 478 institutions which participated in CUPA'S PRIVATE study of 1986-87, 265 also participated in 1989-90. Data from those same 265 institutions were used in both the baseline year and the trend year.

This study lists the average salaries of visual and performing arts faculty for both state and private participating institutions by rank, including "new assistant professor," the FAC MIX PCT (faculty mix percentage), and the salary factor. In addition, comparisons are made using the CPI (Consumer Price Index) of changes in cost-of-living between the two study years (1986-87 and 1989-90).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary it is important to consider any changes in the purchasing power of salaries due to inflation. Thus, by comparing changes in faculty salaries with the CPI, a more precise representation of the "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. Full-time faculty members are those who teach no less than 51 percent of the time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary displayed is computed from all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .38 for associate professor of visual and performing arts in the 1986-87 state study means that 38 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: STATE 1986-87, STATE 1989-90, PRIVATE 1986-87 and PRIVATE 1989-90. For example, a SALARY FACTOR of .91 for assistant professors in the discipline/major field of visual and performing arts in the 1985-86 state study means that their salaries are 9 percent lower than the average of all assistant professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1986-87 or 1989-90). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 36 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1986-87 and the "trend year" of 1989-90 will lessen the reliability and validity of any conclusions that one might make

PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL & PERFORMING ARTS																	
MAJOR FIELD: VISUAL & PERFORMING ARTS																	
STATE, 1986-87:																	
AVERAGE																	
SALARY:	37251	192 52	30491	283 56	24749	225 54	23390	30 17	20684	43 28	29931	743 69					
FAC MIX																	
PCT:	0.26		0.38		0.30		0.04		0.06		1.00						
SALARY																	
FACTOR:	0.94		0.93		0.91		0.89		0.96		0.92						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	39819	17564	32676	15205	27122	14268	26202	1869	21466	4423	32611	51460 210					
FAC MIX																	
PCT:	0.34		0.30		0.28		0.04		0.09		1.00						
DISCIPLINE: VISUAL & PERFORMING ARTS																	
MAJOR FIELD: VISUAL & PERFORMING ARTS																	
STATE, 1989-90:																	
AVERAGE																	
SALARY:	44304	218 64	35857	249 58	28900	256 70	26707	31 18	23999	59 31	35039	782 78					
FAC MIX																	
PCT:	0.28		0.32		0.33		0.04		0.08		1.00						
SALARY																	
FACTOR:	0.94		0.93		0.91		1.03		0.98		0.92						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47023	18930	38352	15550	31853	16354	26030	2865	24499	4733	38213	55567 210					
FAC MIX																	
PCT:	0.34		0.28		0.29		0.05		0.09		1.00						
DISCIPLINE: VISUAL & PERFORMING ARTS																	
MAJOR FIELD: VISUAL & PERFORMING ARTS																	
PRIVATE, 1986-87:																	
AVERAGE																	
SALARY:	36870	97 27	29468	106 36	24058	127 42	20611	15 10	20164	35 23	28660	365 58					
FAC MIX																	
PCT:	0.27		0.29		0.35		0.04		0.10		1.00						
SALARY																	
FACTOR:	0.92		0.95		0.94		0.83		0.98		0.91						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	40015	8507	31131	8438	25483	8319	24917	1279	20566	1985	31411	27249 265					
FAC MIX																	
PCT:	0.31		0.31		0.31		0.05		0.07		1.00						
DISCIPLINE: VISUAL & PERFORMING ARTS																	
MAJOR FIELD: VISUAL & PERFORMING ARTS																	
PRIVATE, 1989-90:																	
AVERAGE																	
SALARY:	43740	137 33	35348	160 44	28823	174 47	28546	24 13	23971	29 14	34716	500 65					
FAC MIX																	
PCT:	0.27		0.32		0.35		0.05		0.06		1.00						
SALARY																	
FACTOR:	0.92		0.96		0.94		0.96		0.99		0.93						
ALL MAJOR FIELDS																	
AVERAGE																	
SALARY:	47397	9026	36865	8771	30621	9004	29780	1476	24196	1808	37422	28609 265					
FAC MIX																	
PCT:	0.32		0.31		0.31		0.05		0.06		1.00						

based on a simple comparison of averages.

RESULTS OF THE TWO STATE (AASCU) STUDIES, 1986-87 AND 1989-90

In the STATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 69 of the 210 state (AASCU) institutions. The average salary of the 743 faculty was \$29,931. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$32,611 for all 51,460 faculty in ALL MAJOR FIELDS in the 1986-87 state study.

In the STATE 1989-90 salary study in the above table, the discipline/major field of visual and performing arts was reported in 78 of the same 210 state (AASCU) institutions. The average salary of the 782 faculty was \$35,039. This average salary was approximately 8 percent (0.92%) lower than the average salary of \$38,213 for all 55,567 faculty in ALL MAJOR FIELDS in the 1989-90 state study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the state institutions studied was 17.1 percent (\$35,039 minus \$29,931 equals \$5,108). The CPI reported an increase in the cost-of-living between October 1986 and October 1989 of 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 3.3 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the state institutions studied was 17.2 percent (\$38,213 minus \$32,611 equals \$5,602). In comparison to the discipline/major field of visual and performing arts (17.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 0.1 percentage points (17.2% minus 17.1% equals

0.1%) more than faculty in the discipline/major field of visual and performing arts. In "real" or inflation-adjusted terms, faculty in ALL MAJOR FIELDS increased their salaries over the period by 3.4 percent or an average of 1.1 percent per year.

The reader may note that the faculty mix percentage in visual and performing arts was lower at the professor rank than at the assistant professor rank in both the state studies: 0.26 vs. 0.30 (1986-87) and 0.28 vs. 0.33 (1989-90), respectively. The differences in the faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both state studies are as follows: 0.34 vs. 0.28 (1986-87) and 0.34 vs. 0.29 (1989-90), respectively. In other words ALL MAJOR FIELDS has a higher percentage of professors, but a lower percentage of assistant professors compared to visual and performing arts in both state studies.

Finally, the hiring rate of new assistant professors in visual and performing arts was slightly higher in the 1986-87 study: 4 percent (30/743) vs. 3.6 percent (1,869/51,460) in ALL MAJOR FIELDS. However, the hiring rate of new assistant professors in visual and performing arts in 1989-90 was 4 percent (31/782) vs. 5.2 percent (2,805/55,567) in ALL MAJOR FIELDS that same year. In other words the hiring rate in the discipline/major field of visual and performing arts was more than that for ALL MAJOR FIELDS in the 1986-87 study but less in the 1989-90 state study.

RESULTS OF THE TWO PRIVATE STUDIES, 1986-87 AND 1989-90

In the PRIVATE 1986-87 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 58 of the 265 private institutions. The average salary of the 365 faculty was

\$28,660. This average salary was approximately 9 percent (0.91%) lower than the average salary of \$31,411 for all 27,249 faculty in ALL MAJOR FIELDS in the 1986-87 private study.

In the PRIVATE 1989-90 salary study in the above table, the field of visual and performing arts was reported in 65 of the same 265 private institutions. The average salary of the 500 faculty was \$34,716. This average salary was approximately 7 percent (0.93%) lower than the average of \$37,422 for all 28,609 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

The increase in average salaries for all faculty in the visual and performing arts after three years in the private institutions studied was 21.1 percent (\$34,716 minus \$28,660 equals \$6,056). The increased cost-of-living between October 1986 and October 1989 was 13.8 percent. The "real" increase, therefore, in average faculty salaries over the three-year time period is 7.3 percent or 2.4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 19.1 percent (\$37,422 minus \$31,411 equals \$6,011). In comparison to the discipline/major field of visual and performing arts (21.1%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (21.1% minus 19.1% equals .2%) more than faculty in the discipline/major field of visual and performing arts. The inflation-adjusted increase for faculty in ALL MAJOR FIELDS was 5.3 percent or an average of 1.8 percent per year over the three-year period.

The reader may note that in the field of visual and performing arts, the faculty mix percentage is lower at the professor rank than at the assistant professor rank in both the private studies: 0.27 vs. 0.35 (1986-87), respectively; and 0.27 vs. 0.35 (1989-90), respectively. This is quite different from the FAC MIX PCT for the professor and assistant professor ranks in ALL MAJOR

FIELDS: 0.31 vs. 0.31 (1986-87), respectively; and 0.32 vs. 0.31 (1989-90), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in the visual and performing arts in the private studies lagged behind the hiring rate in ALL MAJOR FIELDS both in 1986-87, 4.1 percent (15/365) vs. 4.7 percent (1,279/27,249), respectively; and in 1989-90, 4.8 percent (24/500) vs. 5.2 percent (1,476/28,609), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS over a period of three years: the "baseline year" of 1986-87 through the "trend year" of 1989-90. Two studies, one for state (AASCU) institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,390 (1.5%) faculty in the discipline/major field of visual and performing arts participated and were included in the overall total of 162,885 faculty in all 36 disciplines/major fields in all four studies. The same 210 state (AASCU) institutions and the same 265 private institutions in the United States participated in the baseline year and the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the faculty salary factor in the discipline/major field of visual and performing arts is currently (1989-90) some 8 and 7 percent below the overall average faculty salary of ALL MAJOR FIELDS for both the state and private studies. The average faculty salary for visual and performing arts in the private institutions was approximately 4 percent less in comparison to that in the state institutions in 1986-87 and

less than 1 percent in 1989-90.

Second, the CII of October 1989, in comparison to the CPI of October 1986, indicates that the faculty in visual and performing arts in both the state and private institutions received overall salary increases for three years above the cost-of-living. The "real" salaries of visual and performing arts faculty in both the state and private institutions were equal to or lagged behind those in ALL MAJOR FIELDS during this same period. Visual and performing arts faculty in both the state and private institutions have some catching up to do in salary in comparison with faculty in ALL MAJOR FIELDS.

Third, in the discipline/major field of visual and performing arts for 1989-90, the assistant professor rank has a higher percentage of faculty compared to full professor rank in both the state and private institutions. The full professor rank appears to be increasing in the state institutions, whereas in the private institutions the percentage remains the same. It seems a larger percentage of new assistant professors are being hired in the private institutions in comparison to the state institutions.

Now that a rather significant data base on individual faculty member salaries has been developed, it is anticipated that additional salary-trend analyses will be effected in visual and performing arts, and in other disciplines/major fields, on an annual basis.

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APPENDICES:

- A) OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B) LIST OF STATE Participating Institutions, page 11
- C) LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	PHILOSOPHY AND RELIGION
BUSINESS ADMINISTRATION AND MANAGEMENT	PHYSICAL EDUCATION
BUSINESS AND MANAGEMENT	PHYSICAL SCIENCES
BUSINESS ECONOMICS	PHYSICS
CHEMISTRY	POLITICAL SCIENCE AND GOVERNMENT
COMMUNICATION TECHNOLOGIES	PSYCHOLOGY
COMMUNICATIONS	READING EDUCATION
COMPUTER & INFORMATION SCIENCES	SECRETARIAL AND RELATED PROGRAMS
CURRICULUM AND INSTRUCTION	SOCIOLOGY
DRAMATIC ARTS	SPECIAL EDUCATION
DRAWING	SPEECH PATHOLOGY/AUDIOLOGY
EDUCATION	STUDENT COUNSELING AND PERSONNEL SERVICES
ENGINEERING	VISUAL AND PERFORMING ARTS
FOREIGN LANGUAGES	
GEOLOGY	
HOME ECONOMICS	
LETTERS	
LIBRARY AND ARCHIVAL SCIENCES	
LIFE SCIENCES	
MATHEMATICS	
MULTI-INTERDISCIPLINARY STUDIES	<u>TOTAL: 36</u>
MUSIC	
NURSING	

APPENDIX B

CUPA State (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Adams State College (CO)	Georgia College (GA)
Alabama State University (AL)	Georgia Southern College (GA)
Albany State College (GA)	Glenville State College (WV)
Angelo State University (TX)	Grambling State University (LA)
Appalachian State University (NC)	Grand Valley State University (MI)
Arkansas Tech University (AR)	Harris-Stowe State College (MO)
Auburn University at Montgomery (AL)	Henderson State University (AR)
Augusta College (GA)	Humacao University College (PR)
Austin Peay State University (TN)	Idaho State University (ID)
Ball State University (IN)	Illinois State University (IL)
Bemidji State University (MN)	Indiana State University (IN)
Black Hills State University (SD)	Indiana University of Pennsylvania (PA)
Bluefield State College (WV)	Jackson State University (MS)
Bridgewater State College (MA)	Jacksonville State University (AL)
California State University, Bakersfield (CA)	James Madison University (WV)
California State University, Hayward (CA)	Kearney State College (NE)
California University of Pennsylvania (PA)	Keene State College (NH)
Castleton State College (VT)	Kennesaw State University (GA)
Central Connecticut State University (CT)	Kent State University (OH)
Central Missouri State University (MO)	Lake Superior State University (MI)
Central State University (OK)	Lamar University--Beaumont (TX)
Central Washington University (WA)	Lander College (SC)
Chadron State College (NE)	Lewis-Clark State College (ID)
Christopher Newport College (VA)	Lincoln University (MO)
Citadel, (The) Military College of South Carolina (SC)	Livingston University (AL)
Clarion University of Pennsylvania (PA)	Longwood College (VA)
Cleveland State University (OH)	Louisiana State University in Shreveport (LA)
College of Staten Island, The (NY)	Louisiana Tech University (LA)
Columbus College (GA)	Maine Maritime Academy (ME)
Delta State University (MS)	Mansfield University of Pennsylvania (PA)
Dickinson State University (ND)	Marshall University (WV)
East Central University (OK)	Mary Washington College (VA)
East Tennessee State University (TN)	Mayville State University (ND)
East Texas State University (TX)	Memphis State University (TN)
East Texas State University at Texarkana (TX)	Mesa State College (CO)
Eastern Connecticut State University (CT)	Metropolitan State College (CO)
Eastern Illinois University (IL)	Metropolitan State University (MN)
Eastern Washington University (WA)	Middle Tennessee State University (TN)
Edinboro University of Pennsylvania (PA)	Millersville University of Pennsylvania (KY)
Fitchburg State College (MA)	Mississippi University for Women (MS)
Florida Atlantic University (FL)	Missouri Southern State College (MO)
Fort Hays State University (KS)	Missouri Western State College (MO)
Francis Marion College (SC)	Montana College of Mineral Science & Technology (MT)
Frostburg State University (MD)	Montclair State College (NJ)
George Mason University (VA)	Moorhead State University (MN)
	Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Mexico Highlands University (NM)
North Adams State College (MA)
North Carolina Central University (NC)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northern State University (SD)
Oakland University (MI)
Old Dominion University (VA)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Radford University (VA)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Sam Houston State University (TX)
San Diego State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
Slippery Rock University of Pennsylvania (PA)
Sonoma State University (CA)
South Dakota School of Mines & Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Massachusetts University (MA)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Cloud State University (MN)
State University of New York College
at Brockport (NY)
State University of New York College
at Buffalo (NY)
State University of New York College
at Fredonia (NY)
State University of New York College
at Old Westbury (NY)

State University of New York College
at Potsdam (NY)
Stephen F. Austin University (TX)
Sul Ross State University (TX)
Tennessee Technological University (TN)
Texas A&I University (TX)
Texas A&M University at Galveston (TX)
Texas Woman's University (TX)
Towson State University (MD)
Troy State University (AL)
University of Akron, The (OH)
University of Arkansas at Little Rock (AR)
University of Arkansas at Monticello (AR)
University of Central Arkansas (AR)
University of Colorado at Colorado Springs (CO)
University of Colorado at Denver (CO)
University of Houston--Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland Baltimore County (MD)
University of Montevallo (AL)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Charlotte (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of North Texas (TX)
University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Science and Arts of Oklahoma (OK)
University of South Alabama, The (AL)
University of South Carolina at Aiken (SC)
University of South Carolina at Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Maine (ME)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (TN)
University of Texas at Dallas (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler, The (TX)
University of the Virgin Islands--
St. Croix
University of the Virgin Islands--
St. Thomas
University of Wisconsin--Eau Claire (WI)
University of Wisconsin--Green Bay (WI)

Participating Institutions (continued):

University of Wisconsin--La Crosse (WI)
University of Wisconsin--Oshkosh (WI)
University of Wisconsin--Plattville (WI)
Valdosta State College (GA)
Valley City State University (ND)
Washburn University of Topeka (KS)
Wayne State College (NE)
Weber State College (UT)
West Chester State College (PA)
West Georgia College (GA)
West Texas State University (TX)
West Virginia Institute of Technology (WV)
West Virginia State College (WV)
Western Carolina University (NC)
Western Connecticut State University (CT)
Western Illinois University (IL) . .
Western Kentucky University (KY)
Western Michigan University (MI) ^ ^
Western Oregon State College (OR)
Western State College of Colorado (CO)
Wichita State University, (KS)
William Paterson College (NJ)
Winston-Salem State University (NC)

TOTAL: 210

APPENDIX C

CUPA Private (AASCU) Faculty Salary Studies: 1986-87 and 1989-90

Participating Institutions

Abilene Christian University (TX)	Central College (IA)
Albertus Magnus College (CT)	Central Methodist College (MO)
Aibion College (MI)	Central Wesleyan College (SC)
Alfred University (NY)	Chapman College (PA)
Allegheny College (PA)	Christian Brothers College (TN)
Allentown College of St. Francis de Sales (PA)	Clark University (MA)
Alma College (MI)	Cogswell Polytechnical University (CA)
American University, The (DC)	Coker College (SC)
Amherst College (MA)	College of Mount Saint Vincent (NY)
Anna Maria College (MA)	College of Mount St. Joseph (OH)
Aquinas College (MI)	College of Saint Mary (NE)
Arkansas College (AR)	College of St. Scholastica (MN)
Asbury College (KY)	College of St. Thomas (MN)
Ashland University (OH)	College of the Holy Cross (MA)
Augustana College (IL)	College of Wooster, The (OH)
Aurora University (IL)	Concordia College (MN)
Avila College (MO)	Concordia College (NY)
Azusa Pacific University (CA)	Concordia Teachers College (NE)
Babson College (MA)	Cornell College (IA)
Baldwin-Wallace College (OH)	Covenant College (GA)
Bard College (NY)	D'Youville College (NY)
Barry University (FL)	Daniel Webster College (NH)
Beaver College (PA)	David Lipscomb College (TN)
Bellarmino College (KY)	Defiance College, The (OH)
Bellevue College (NE)	Depaul University (IL)
Benedictine College (KS)	Dickinson College (PA)
Bethune-Cookman College (FL)	Doane College (NE)
Birmingham-Southern College (AL)	Dominican College of Blauvelt (NY)
Boston University (MA)	Dordt College, Inc. (IA)
Bradley University (IL)	Drake University (IA)
Briar Cliff College (AL)	Drew University (NJ)
Bridgewater College (VA)	Drury College (MO)
Brigham Young University (UT)	Eastern Mennonite College and Seminary (VA)
Bryant College (RI)	Eckerd College (FL)
Bryn Mawr College (PA)	Elmhurst College (IL)
Bucknell University (PA)	Elmira College (NY)
Butler University (IN)	Embry-Riddle Aeronautical University (FL)
Cabrini College (PA)	Emerson College (MA)
Canisius College (NY)	Emory & Henry College (VA)
Capital University (OH)	Eureka College (IL)
Carroll College (MT)	Fairfield University (CT)
Carroll College (WI)	Ferrum College (VA)
Catawba College (NC)	Fontbonne College (MO)
Catholic Theological Union (IL)	Franklin and Marshall College (PA)
Catholic University of America, The (DC)	Furman University (SC)
Cedar Crest (PA)	George Fox College (OR)
Cedarville College (OH)	

Participating Institutions (continued):

George Washington University, The (DC)	Meredith College (NC)
Georgetown University (DC)	Merrimack College (MA)
Georgian Court College (PA)	Milliken University (IL)
GMI Engineering & Management Institute (MI)	Missouri Baptist College (MO)
Gonzaga University (WA)	Monmouth College (NJ)
Gordon-Conwell Theological Seminary (MA)	Moravian College (PA)
Grace College & Theological Seminary (IN)	Morris Brown College (GA)
Guilford College (NC)	Mount Mercy College (IA)
Hamline University (MN)	Mount Saint Mary's College (MD)
Hampton University (VA)	Mount St. Clare College (IA)
Hawaii Pacific College (HI)	Mount Union College (OH)
Heidelberg College (OH)	Mount Vernon College (DC)
Hiram College (OH)	Muskingum College (OH)
Holy Names College (CA)	Nazarene Theological Seminary (MO)
Hood College (MD)	Neumann College (PA)
Huston-Tillotson College (TX)	North Central College (IL)
Iona College (NY)	Northeastern University (MA)
Ithaca College (NY)	Northland College (WI)
John Carroll University (OH)	Northwestern College (IA)
Johns Hopkins University, The (MD)	Northwestern College (MN)
Juniata College (PA)	Norwich University (VT)
Kalamazoo College (MI)	Notre Dame College (NH)
Kenyon College (OH)	Notre Dame College (OH)
King's College (PA)	Notre Dame Seminary (LA)
La Roche College (PA)	Ohio Northern University (OH)
Le Tourneau College (TX)	Ottawa University (KS)
Lebanon Valley College (PA)	Otterbein College (OH)
Lewis & Clark College (OR)	Our Lady of the Holy Cross College (LA)
Lincoln Memorial University (TN)	Our Lady of the Lake University (TX)
Linfield College (OR)	Paine College (GA)
Loras College (IA)	Palm Beach Atlantic College (FL)
Louisiana College (LA)	Park College (MO)
Loyola College in Maryland (MD)	Parks College of St. Louis University (IL)
Luther College (IA)	Pepperdine University (CA)
Lutheran Theological Seminary at Gettysburg (PA)	Piedmont College (GA)
Lycoming College (PA)	Pikeville College (KY)
Lynchburg College (VA)	Polytechnic University (NY)
Madonna College (MI)	Presbyterian College (SC)
Malone College (OH)	Principia College (IL)
Manhattan Christian College (KS)	Quincy College (IL)
Manhattanville College (NY)	Randolph-Macon Woman's College (VA)
Marietta College (OH)	Reed College (OR)
Marist College (NY)	Reformed Bible College (MI)
Mars Hill College (NC)	Regis College (MA)
Mary Baldwin College (VA)	Rensselaer Polytechnic Institute (NY)
Marymount College (NY)	Rhode Island School of Design (RI)
Marywood College (PA)	Rider College (NJ)
Memphis Theological Seminary (TN)	Roanoke College (VA)
Mercer University (GA)	Rockford College (IL)
Mercy College (NY)	Rockhurst College (MO)
Mercy College of Detroit (MI)	Rocky Mountain College (MT)

Participating Institutions (continued):

Rose-Hulman Institute of Technology (IN)	University of La Verne (CA)
Russell Sage College (NY)	University of Miami (FL)
Sacred Heart University (CT)	University of Portland (OR)
Saint John's University (MN)	University of Richmond (VA)
Saint Joseph College (CT)	University of Rio Grande (OH)
Saint Joseph's College (IN)	University of San Diego (CA)
Saint Mary's College (MI)	University of the South (TN)
Saint Mary's College (MN)	University of Tulsa (OK)
Saint Mary's College of California (CA)	Valparaiso University (IN)
Saint Meinrad College (IN)	Viterbo College (WI)
Saint Michael's College (VT)	Walsh College (OH)
Salem College (NC)	Washington and Jefferson College (PA)
School of the Ozarks, The (MO)	Washington Bible College (MD)
Schreiner College (TX)	Wesleyan College (GA)
Scripps College (CA)	West Virginia Wesleyan College (WV)
Seattle Pacific University (WA)	Western Maryland College (MD)
Seattle University (WA)	Westmar College (IA)
Seton Hill College (PA)	Westminster College of Salt Lake City (UT)
Shorter College (GA)	Westminster Theological Seminary (PA)
Siena College (NY)	
Siena Heights College (MI)	
Simpson College (IA)	
Skidmore College (NY)	
Southern California College (CA)	
Southwestern Assemblies of God College (TX)	
Spalding University (KY)	
Springfield College (MA)	
St. Bonaventure University (NY)	
St. Edward's University (TX)	
St. Francis College (NY)	
St. Mary's University (TX)	
St. Norbert College (WI)	
Stevens Institute of Technology (NJ)	<u>TOTAL: 265</u>
Stillman College (AL)	
Suffolk University (MA)	
Susquehanna University (PA)	
Talladega College (AL)	
Taylor University (IN)	
Texas Christian University (TX)	
Transylvania University (KY)	
Tri-State University (IN)	
Trinity College (DC)	
Trinity College of Vermont (VT)	
Trinity University (TX)	
United Theological Seminary of the Twin Cities (MN)	
University of Charleston, The (SC)	
University of Dayton (OH)	
University of Detroit (MI)	
University of Dubuque Theological Seminary (IA)	
University of Findlay, The (OH)	
University of Hartford (CT)	